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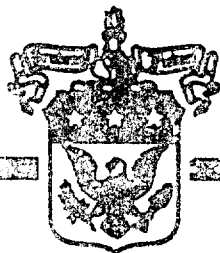
CIVILIAN SPOUSES OF FEMALE SOLDIERS A FORGOTTEN BREED?

BY

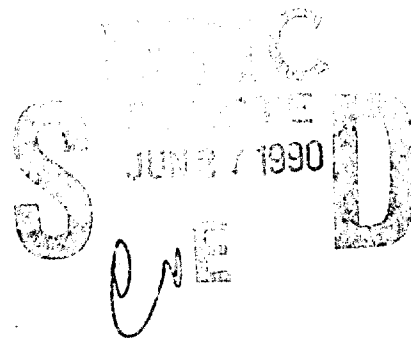
COLONEL PEGGY J. McGEE, AG

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spouse population in the Army; determining if they have more difficulty coping with the transitory aspects of military life as it affects their employment opportunities; identifying any programs geared toward this group of men; and trying to establish a correlation between the life satisfaction levels of men in the civilian sector of the United States and the civilian spouses of female soldiers. My research reveals there is no definitive correlation between a civilian husband's employment status and dysfunctional behaviors. Further research on this population to identify any unique needs these men may have is required.

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USAWC MILITARY STUDIES PROGRAM PAPER

CIVILIAN SPOUSES OF FEMALE SOLDIERS
A FORGOTTEN BREED?

AN INDIVIDUAL STUDY PROJECT

by

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30 April 1990

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ABSTRACT

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As the Army enters the 1990's, female soldiers comprise approximately 11% of the active component force. Of these, 47% are married. Approximately 21,860, or 54% of married female soldiers, have non-military husbands. Because the number of civilian male spouses is small in comparison with female civilian spouses, the military services do not appear to be expending any energies toward this minority group.

Because these male spouses are virtually unrecognized, this paper is directed first at identifying the size and proportion of the civilian male spouse population in the Army; determining if they have more difficulty coping with the transitory aspects of military life as it affects their employment opportunities; identifying any programs geared toward this group of men; and trying to establish a correlation between the life satisfaction levels of men in the civilian sector of the United States and the civilian spouses of female soldiers. My research reveals there is no definitive correlation between a civilian husband's employment status and dysfunctional behaviors. Further research on this population to identify any unique needs these men may have is required.



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CIVILIAN SPOUSES OF FEMALE SOLDIERS:
A FORGOTTEN BREED?

CHAPTER I

INTRODUCTION

In my role as military family member with my own civilian career aspirations, I encountered certain frustrations each time my husband was transferred. Often I had to give up a job which I enjoyed. Because of the time I had spent on active duty and from encounters with other military wives, I accepted this as a fact of life for a military spouse. American society has long expected the women's place to be the nurturer of spouse and children, and to put her husband's career before hers. According to one observer, "women are predisposed toward nurturing relationships, working in cooperation with and helping others."¹ Today, this is changing not only because of financial considerations but also because more women are seeking to attain self-fulfillment outside the home.

With my background, I wondered whether the non-military spouse of a female soldier would have a more difficult time adjusting to the expected supportive role for the female soldier's career than did the spouse of a military man.

Several questions arose regarding the civilian male spouse/female soldier relationship. Would his soldier-wife's being the primary breadwinner effect the civilian husband's level of self-esteem? Would he have a more difficult time than his female

counterparts adjusting to the frequent moves necessitated by the Army? Would delays in obtaining accustomed full-time employment aggravate the normal stresses associated with relocation? Would lost employment opportunities and challenges of locating appropriate employment at the new location result in dysfunctional behaviors? Would his frustrations be severe enough to break up the marriage if his wife wanted to continue with her military career? Or would his dissatisfaction with the military life style as a result of employment considerations cause his soldier-wife to leave the Army?

BACKGROUND

From 1983-1985, I served as an employment counselor at the Kadena Air Base Family Support Center, Okinawa, Japan. Statistics there revealed higher incidences of alcohol and spouse abuse among the unemployed male spouses of lower rank female Airmen than among the Air Force population on the base as a whole. Thus I began my investigation based on the hypothesis that the unemployment status of civilian husbands of Army soldiers would be a significant contributing factor leading to dysfunctional behaviors.

To address these issues, this study project will provide background information on female soldier/civilian spouse couples; present findings uncovered during my research; and offer recommendations for the Army to better recognize these couples.

METHODOLOGY

In order to study challenges faced by the non-military spouses of female soldiers, I contacted several Army Community Service (ACS) Offices to obtain information in several areas. Because of time constraints, this survey targeted only employment related issues. Since employment opportunities are more limited in OCONUS locations because of Status of Forces Agreements and language considerations, I directed the survey to ACS offices in Germany. (Listing of offices queried is at Appendix 1). For comparative purposes I also surveyed selected ACS offices in CONUS, (Appendix 2). Except for one installation in a large metropolitan area, I concentrated on CONUS posts in more remote areas. I assumed that employment opportunities there would be more limited and hence more similar to the OCONUS locations.

The surveys were not directed to individual clients served by ACS. Rather I mailed them to the ACS Officer who would have to obtain input from the Family Member Employment Assistance Program (FMEAP) Specialists and Family Advocacy Officers assigned to their location.

In my queries to ACS offices, I specifically asked for statistical data which would test my hypothesis that an individual's unemployment may be a contributing factor to dysfunctional behaviors.

Identical survey instruments (Appendix 3) were sent to both CONUS and OCONUS locations. For comparative purposes, I asked

for statistical data for FY 89 (1 Oct 88-30 Sep 89) for both female and male spouses.

When comments were vague or if I wanted additional information, I contacted many of the addressees telephonically to clarify written comments or to elicit further opinions.

ENDNOTES

1. Uma Sekaran, "Understanding the Dynamics of Self-Concept of Members in Dual-Career Families." Human Relations, Number 2, 1989, p. 98.

CHAPTER II

REVIEW OF EXISTING INFORMATION

Since the topic of civilian spouses of female soldiers had not been extensively researched, I attempted to draw together available facts from divergent sources on these men. Discrepancies existed between population figures available from the Defense Manpower Data Center (DMDC), PERSCOM, and Soldier Support Center. Since DMDC figures are considered to be the official standard for the Army, only these are used in discussing population trends. Marital status demographic data on female soldiers is found at Appendices 4, 5, and 6. These figures represent the number of female soldiers on the rolls as of 30 September for the years 1985-1989. Appendix 7 provides a comparison between the number of male soldiers with civilian and military spouses for FYs 1988 and 1989. Appendix 8 gives a comparison between male and female soldiers' marital status for FYs 88 and 89 while Appendix 9 identifies the total married soldier population in the Army for both years.

U.S. Army Community and Family Support Center provided earlier surveys on family issues for my review. Contemporary literature on military spouse issues was reviewed to determine if these husbands had been studied. Although they had not been directly addressed, I was able to draw some conclusions from research done on female spouses of military men which could also apply to the civilian husband. I also turned to the civilian

sector to ascertain the life satisfaction levels of men with working wives to try to establish a correlation between them and the spouses of female soldiers.

POPULATION TRENDS

When Congress passed the Women's Armed Services Act of 1948, it gave authorization for women to join the regular military services. It did not, however, give them the same rights as men. One of the provisions of the Act prohibited women from being married. In the 1960's, married women were finally allowed to join the military or to marry while they were in the service. These women, however, did not receive the same benefits for their "dependents" as the married male service member did.¹

In 1967 President Johnson signed Public Law 90-130. This law lifted the 2% ceiling for the number of women who could serve on active duty. The expansion of women in the service, though modest at first, began. Between 1964 and 1976, the number of enlisted women in the Army rose from 0.9% to 6.7% of the total force. In 1977, women comprised 8.2% of the active Army.² A period of slower growth followed.

In response to policy changes which opened more career fields to women, the number of female soldiers again began to increase during the latter half of the 1980's. Today, women number around 11% of the active component.³

Throughout the 1970's and 1980's, benefits and opportunities for men and women became more equal. During the same time

period, the services also began to develop programs to improve the quality of life not only for the soldiers but also for their families. The services realized that a married soldier with a happy home-life was apt to be a better, more dedicated soldier. They also acknowledged that the attitude of the non-military spouse could be a significant determinant in the soldier's reenlistment decision.

According to The Military Family, in 1978 20% of new accessions in all services were married and by the end of their first four years of service, this percentage had doubled.⁴ This married trend held true for female soldiers enlisting in the latter half of the 1980's. In 1985, 11.6% of enlisting women were married and by 1989 this had risen to 14%. The number of married female officers joining the Army increased from 20.4% to 35.9% during the same period.⁵ One might assume that these female soldiers were either married to other soldiers when they joined the Army or wed another military member after enlisting. Statistics do not back that assumption.⁶

DMDC maintains statistical data on both male and female married versus single soldiers. However, prior to 1988, DMDC did not separate marital data into military-married-to-other-military and military-married-to-civilian categories. In that year for all enlisted grades, 56% of the married female soldiers were married to civilians. Of the married women in the four lowest grades, 76.5% had civilians spouses. For female Privates One there was an increase in the number with civilian spouses between 1988 and 1989. In 1989, there was a slight decrease in overall

percentage of female soldiers with civilian husbands in the four lower grades. For women in more senior ranks, there were increases for pay grades E-5 through E-7. The following chart reflects the changes in the number of female soldiers with civilian husbands between 1988 and 1989.⁷

<u>RANK</u>	<u>1988</u>	<u>1989</u>
PV1	91.6%	92.1%
PV2	83.6%	82.2%
PFC	74.3%	72.5%
CPL/SPC	56.5%	55.3%
SGT	49.9%	50.0%
SSG	46.5%	47.4%
SFC	47.9%	50.7%
MSG	68.5%	65.8%
SGM	46.7%	66.7%
ALL RANKS	62.8%	64.7%

For male soldiers at the end of FY 89, 95.2% of married enlisted personnel had civilian spouses, while 95.7% of officers, and 96.9% of warrant officers were married to non-military wives.⁸ Sheer numbers of civilian male spouses is relatively small (21888 for 1989) in comparison with non-military female spouses who numbered 371514 at the end of FY 89.⁹

Though not as high a percentage as non-military wives, these civilian males do represent 75.5% of the spouses of the married junior enlisted women and 65.2% of the husbands of married company grade officers.¹⁰ Female sergeants had an equal number of military and civilian husbands. In contrast, when married female soldiers attained the rank of staff sergeant, a larger percentage of them was married to other military personnel. In 1989, for the three upper enlisted ranks, a larger percentage was married to civilians.¹¹ This could possibly be because they are

married to a retired military man rather than their having a husband who had never served in the military.

In a 1978 study reported in Families Under the Flag, female officers were more likely to marry civilians than were enlisted women.¹² This trend no longer remains true today. At the end of FY 89, 55.8% of enlisted women, 52.2% of female officers, and 50% of female warrant officers were married to civilians.¹³ Similar to the enlisted women, the percentages of female officers married to civilians were highest for those in the junior grades. At the end of FY 89, 72.5% of married Second Lieutenants and 54.9% of married First Lieutenants had non-military husbands. During the same time frame, a larger percentage of Captains and Majors were married to other military personnel. For Lieutenant Colonels and Colonels, data show an increase in the proportion of women with civilian husbands.¹⁴ As with the more senior enlisted women, this higher percentage of civilian husbands for officers in the higher ranks may be attributable to their spouses being retired military men.

The same trend was true for female Warrant Officers. In 1989 for the two lower warrant officer grades, 55.2% of Warrant Officers One and 50% of Warrant Officers Two were married to civilians.¹⁵

Ten years ago, in comparison with military men, researchers found that "more active duty women, in both enlisted and officer ranks remain single.¹⁶ Today, 54.7% of the enlisted women, 50% of the female officers and 40.7% of the female warrant officers are single. For males, the percentages are 45.7%, 25%, and 12.5%

respectively.¹⁷ Two factors may affect these differences between the number of single male and female soldiers:

1. Females may feel they are more mobile when they do not have family responsibilities and hence will have more job opportunities available to them.

2. A military man (and perhaps more accurately the American husband in general) expects his "wife to support him by following him wherever he happens to be assigned."¹⁸

Even with the increased number of working wives today, many men still believe the female should be in the support role. One researcher noted that "men are encouraged to value autonomy and achievement" while "women are rewarded for developing nurturing relationships."¹⁹ Perhaps because of this conditioning, proportionately more military women than men remain single. The single woman may not be willing to subordinate career to marriage. She may further believe that if a couple is to remain happily married they should be together. This ideal, of course, is not always possible in the military way of life.

Although the number of female soldiers is still small in comparison with their male counterparts, demographic data over the past five years show an increase in female accessions. During the next couple years, even with the decrease in the total force structure, USAREC is anticipating a 27% increase in female enlistments into the active component.²⁰ It can be anticipated that there will also be a proportional increase in the number of male civilian spouses during this period.

FAMILY MEMBER EMPLOYMENT ASSISTANCE PROGRAM USAGE

In a 1988 study conducted by Schwartz, it was hypothesized that "spouse employment programs can increase the likelihood of labor force participation by about 20%."21 To provide such an institutionalized approach, the Army initiated the Family Member Employment Assistance Program (FMEAP). Army Community Service and the installation Civilian Personnel Office jointly administer FMEAP.

The program seems to serve some need for families especially at OCONUS locations. However, it appears that this service is not utilized as much as envisioned when it was implemented. It should be noted that actual usage figures provided may not present an accurate picture of the number who take advantage of ACS employment services. Statistical data only includes those who register with a counselor. Individuals may go into an ACS office and look at job listings without being seen by a counselor and hence would not be counted.

SURVEYS

Presumably because the population is relatively small, to date no significant research has addressed non-military spouses of female soldiers. Two principal surveys, the DoD Surveys of Officer and Enlisted Personnel and Military Spouses and the Annual Survey of Army Families have addressed spouse employment issues. In both surveys, employment categories were defined as

currently employed, unemployed and not in the labor force. The currently employed category included men and women filling both part-time and full-time positions. Unemployed personnel included those who were actively pursuing employment but who had not secured a job. Those "not in the labor force" were unemployed people who had become discouraged and stopped seeking a job as well as those who did not desire to obtain paid employment.

DoD Surveys of Officer and Enlisted Personnel and Military Spouses

The 1985 DoD Survey of Military Spouses conducted by the Defense Manpower Data Center for all the uniformed services only addressed civilian male spouses in a periphery manner. Sample questions directed at this population included: prior military service of civilian husband; employment status; and occupational categories of employed civilian husbands. All categorical responses were broken down by pay grade of sponsor and were further subdivided into enlisted, warrant officer, and commissioned officer personnel.

More in-depth questions were raised for female civilian spouses.

Veteran Status

At the time of the survey, 71.3% of civilian male spouses were veterans. Female soldiers in the lower enlisted grades (E-1-E-3) had a higher percentage of civilian male spouses. Of these spouses, 62.8% had never served in the military.²² This

lack of familiarity with and hence understanding of the military with its irregular and often long working hours and frequent moves could contribute to difficulties in coping with life in the Army.

Only 55.9% of the surveyed civilian spouses of female officers were veterans. In grades O-1 and O-2, 68.6% had not performed military service.²³

Employment Status

Overall, 57.7% of the non-military spouses of enlisted women were employed, 21.3% were unemployed, 12.58% were not in the labor force and the remaining 8.38% were in one of the armed forces.²⁴ For non-military female spouses of all grades, the rates were 40.1% employed, 18% unemployed, 44% not in the labor force, and 5.1% in the military.²⁵

Non-military husbands of soldiers in the lower enlisted grades (E-1-E-3), had a 37.5% employment rate but a combined 38.6% unemployed/not in the labor force rate. Of these, 16.5% were unemployed and 22.1% were not in the labor force. Of those not in the labor force, some may have been students while others may have given up looking for a position. For civilian spouses of female soldiers in grades E-4-E-5, employment vs. unemployment/not in the labor force averages were 59.8% and 23.1% and 12.2% respectively. Civilian spouses of more senior women (E-6-E-9) were more likely to be employed (57.7%); 14.5% of senior enlisted women had spouses who were on active duty.²⁶

Civilian male spouses of junior officer personnel (Second and First Lieutenants) had a 58.8% employment rate while those of Captains and Majors had 67.3% and Lieutenant Colonels and Colonels 80.0% employment rates. Average unemployment rates for civilian male spouses of all officer grades was 10.4% while 17.3% were not in the labor force.²⁷

Since the employment picture in the United States has been relatively stable during the past five years, it could be assumed that a good majority of military spouses had difficulty in finding appropriate paid employment.

Categories of Employment

About 41.6% of employed civilian spouses of female enlisted personnel were engaged in professional, technical, managerial/administrative and sales/technical positions while 42% were in crafts, laborer and services occupations. The higher percentage in the latter categories may reflect a condition of underemployment rather than lack of adequate skills, training and experience for more skilled positions. Spouses of female officer personnel had 81.8% participation in the first categories and 18.1% in semi-skilled/services positions.²⁸

ANNUAL SURVEY OF ARMY FAMILIES

The US Army Community and Family Support Center-sponsored 1987 Annual Survey of Army Families (ASAF) also addressed spouse employment issues. Although most of the attention was again

focused on non-military female spouses, some questions addressed the civilian husbands of female soldiers.

The report included several comments regarding the need for female spouses of junior enlisted personnel to be employed to enable the family to manage financially. The ASAF Summary suggested that the number of female spouses who were seeking employment is indicative of "substantial financial pressures on young Army wives to obtain paid employment."²⁹ It is probably equally true that there is pressure for male spouses of lower grade female soldiers to obtain jobs. Required income to satisfy basic family needs remains the same whether the soldier is male or female.

The 1987 ASAF reported that 63% of husbands of female soldiers had paid jobs while 20% were unemployed and 17% were not in the labor force. Proportionately the same number of spouses of enlisted women and female officers had jobs. However, non-working husbands of enlisted women were more likely to be unemployed while spouses of female officers were more likely to be out of the labor force.³⁰

Researchers who analyzed both the ASAF and DMDC Survey data have postulated that the higher "not in the labor force population" found for the civilian male spouses of more senior enlisted and officer personnel, 10.8% and 20% respectively, may be attributed to their being retired military personnel with an adequate retirement income.³¹ They could also be in a family situation which does not require additional income. Or they

might possibly be self-employed or in school trying to use GI Bill educational benefits before these expire.

The 1987 ASAF reported that "husbands of female officers are concentrated in professional jobs" (33%) whereas husbands of enlisted women are "more likely to be in service (20%), crafts (15%), labor (15%) or clerical (13%) jobs."³² This ASAF seemed to contradict the 1985 DMDC survey. The DMDC study reported a much higher percentage of husbands of female officers in professional positions (81.8%) and a lower percentage of civilian spouses of enlisted women (42%) in less skilled positions.³³ It is possible, however, that the two surveys defined professional/managerial and technical positions in a different manner.

Of significance in this study was identification of the time involved in finding paid employment. The long lead-time required to find a job, coupled with the frequency of moves, may cause military spouses to lose "opportunities to develop experience and seniority on jobs."³⁴ The study hypothesized that those who found jobs more quickly may have accepted any job they could get because of financial considerations. Conversely, those not experiencing financial difficulties may have been able to wait to find a position that not only satisfied their needs but also utilized their skills and experience. Even those who take longer to find a job that better meets their needs can expect to move again. The time necessary for finding the more ideal job may therefore be negated by the lack of opportunity to build tenure before moving again.

The Federal government was cited to be the main employer of Army spouses of both sexes. Federal jobs were considered

more satisfactory than other civilian employment on salary and job security . . . but about the same . . . for promotion opportunities, challenge, responsibility, career progression, and use of educational background and skills and abilities.³⁵

Civilian male spouses who have had prior military service are more likely to be employed by the Federal government, especially Department of the Army, than those without military experience.³⁶ The 1987 ASAF indicated that slightly more than half of civilian male spouses of soldiers had prior active duty experience (55% of enlisted women and 53% of female officers). Only 10% of Army wives are veterans.³⁷ This may be a significant contributory factor to the civilian males spouses' having a higher percentage of employment by the Federal government than do female spouses.

Recent cuts in the number of civilian employees who can be employed by DoD will reduce employment opportunities for military spouses in the future. The current hiring freeze further emphasizes the need for the Army to identify other sources of employment for spouses of all its soldiers.

The ASAF also suggested that formal Army programs designed to provide employment assistance are used to varying degrees but identified no definitive trends in usage. Statistics provided by the surveyed ACS Offices validated this finding. Responding offices also reported that proportionately fewer civilian male spouses than civilian female spouses utilize the Army Family Member Employment Assistance Program. This may possibly be attributed to either lack of knowledge of this program or

negative experience with ACS services while the veteran husband was on active duty.

Retention of quality soldiers will continue to be a major goal of the Army even with its reduction in size. With a smaller Army, reenlistment of highly qualified, technically trained personnel may become even more paramount. The 1987 ASAF examined the effect of spouse employment on the soldiers' military career plans. The study concluded that when a female spouse is satisfied with "job progress/development opportunities"³⁸ she is more likely to want her husband to remain in the military until retirement. Wives of company grade officers identified in the survey were the main exceptions to this finding. This may be attributed to the younger officers' wives, as a group, having a higher educational level than wives of enlisted personnel. They may "have jobs with good prospects and feel that they cannot continue to get good jobs if the soldier stays in the Army."³⁹ By the time their husbands reach field grade status, the more imminent receipt of retirement benefits may increase the wives' commitment to the Army and cause them to accept a delay in satisfying their own career desires.

The 1987 ASAF did not address her civilian husband's influence on the retention plans of the female soldier. However, the rationale of lost career opportunities expressed by wives of company grade officers may also apply to civilian spouses of female soldiers. Statistics reveal that these men "tend to be older and better educated than Army wives, and may have different employment and occupational patterns because of these factors."⁴⁰

Men, as a group, seem to be more tied to their employment than women. This suggests that "difficulties in getting jobs, and especially, being able to get appropriate jobs or ones that provide good opportunities, may also reduce spouse commitment to Army life and the soldier's Army career."41

REVIEW OF LITERATURE WITH MILITARY SPOUSE IMPLICATIONS

In his studies of military families and their tendencies toward substance abuse, Theodore Williams concluded that

wives of military personnel, particularly in young families often feel a lack of support . . . when separated from parents or other extended family members or friends. As a result they may turn to alcohol, tranquillizers, or sedatives for relief and as a 'trusted friend.'"42

Williams speculated that civilian "male spouses may do the same because they are in a marginal, atypical, minority role."43

Ridenour, in The Military Family, recognized that the wife/mother/active duty member issue had to be addressed since it is she who is "likely to be deployed with her husband remaining behind as the 'dependent.'"44 He cited an orientation of the 1982-83 intern class at the San Diego Naval hospital. At the time, the Navy was increasing its emphasis on Family Support issues. The orientation program described the gynecological services and wives club activities of the hospital but there "was nothing special . . . planned for the male spouses of the arriving interns." He commented, in a humorous vein, "Change may come hard, even for the enlightened."45 If ACS offices' responses to my survey are any indication of programs being

offered Army-wide today for the civilian male spouses, it appears that the situation has not changed much in the past seven years.

Children

Edna J. Hunter and Melissa A. Pope conducted research centering on families in all military services. In 1981, they reported that in Air Force marriages, the only service cited, less than 1% of the total female population was married to civilians. In marriages between military women and civilian spouses, 80.8% of the female officers were childless while 73.4% of enlisted women married to civilians had no children.⁴⁶ Hunter and Pope concluded in the late 1970's that female military personnel with civilian spouses apparently chose "not to have children because of the threat of separation due to their jobs and the need for career independence."⁴⁷ Army statistics suggest that this is apparently less of a concern for women today. At the end of Fiscal Year 1989, 21888 or 52.8% of married Army active component females had civilian spouses. Of these, 10249 (46.8%) had one or more children.⁴⁸ This change in attitude toward combining military and maternity has caused Army leaders to question the impact of soldier-mothers on readiness. In informal discussions, senior officers have focused much attention on the impact of female soldier/mothers on readiness. Conversely, little attention seems to be given to father-soldiers, many of whom are single-parents. For married male soldiers, it can no longer be assumed that his career-oriented non-military spouse will be willing to bear full

responsibility for the care of the children during his absence. This too could have an impact on readiness and retention.

In the child care arena, there remain societal expectations that since a woman gives birth to the children, she is also expected to be their main nurturer and care provider. Many employers may tend to reflect this belief. If they are more traditional in their orientation, they expect the mother to take off from work when a child becomes ill. They do not expect the man to miss work while his children have the measles. Thus the employed civilian male spouse may find resentment in the work place if he must be absent because of family considerations. This could become especially acute if his soldier-wife is deployed and cannot share equally in child care responsibilities.

Retention Implications

Because of their large numbers, the military services have addressed the civilian wife and her role in support of the soldier over the years. Unlike her counterparts in the civilian world, the non-military wife of both enlisted and officer personnel has traditionally shared "in her husband's occupation while concurrently maintaining her familial and personal responsibilities."⁴⁹ Research has also shown that the "wife plays a key role in the husband's decision to remain in the military or leave it."⁵⁰

In the study conducted by Hickman and Hunter in 1981, it was postulated that the attitude of the spouse had a significant impact on the reenlistment plans of the soldier. Wives'

attitudes have been shown to have a positive influence on the soldiers' decision to reenlist.⁵¹ Even earlier researchers into family life satisfaction concluded that it was "in the best interest of the military to improve the quality of life for military families in order to retain quality persons who are married."⁵² Further study revealed that the "service person and the spouse both influence the retention decision."⁵³ This suggests that programs which attempt to satisfy needs and aspirations of both the soldier and the spouse must be institutionalized.

In addition to the spouses' attitude toward the Army way of life affecting the soldier's retention plans, there is "preliminary evidence that family factors may also influence readiness Spouse employment, in particular, has been demonstrated to influence retention intention and is hypothesized to have a substantial impact on readiness."⁵⁴

In earlier studies it was almost assumed that the military spouse would subordinate her desires and aspirations to those of her husband. She was expected to accept the adage that "the needs of the Army come first." Ten years ago it appeared that "the military wife was involved with her husband's career as a firm priority, above personal and family interest much more so than a civilian wife."⁵⁵ The attitudes of the military wife have undergone significant changes in the nine years since this was stated. Today, more women want their own careers. When married, they need the support of their spouses to achieve this goal. Their spouses, however, may be less inclined to be in supportive

roles for their wives' career aspirations. Thus, the female soldier may not get the support she requires.

It was postulated that men are more egocentric, with a "predisposition to be autonomous and achievement oriented" . . . while women defined their "self in terms of (the) others who form a part of their lives and their environments."⁵⁶ In most aspects

a military career requires that it take precedence over all other family goals When a non-military spouse has a career that is perceived as being of equal importance to the career of the military spouse, a family crisis may occur."⁵⁷

If the couple is mature, the civilian spouse may be temporarily able to put aside his/her career aspirations. When this is not the case, the following options may be considered: temporary separations if the soldier is stationed in an area in which the spouse cannot have continuity in his/her career; dissolving the marriage so that both can pursue their individual careers; or the military person's leaving the Army. When the latter option is exercised, the Army forfeits expended training dollars and expertise. If the couple has children, the effect of parental stresses resulting from conflicting career desires will have a negative impact on the children.⁵⁸

Attitudes of Spouses toward the Army

Today, as women are often attempting to exert their own rights, the military, a tradition-oriented institution, still expects the spouse to adopt a supportive role. Those who are best able to assume this role may be the less educated spouses, those for whom personal career aspirations may be low. Female spouses of junior enlisted men may fall into this category to a

certain extent. On the other hand, the civilian husband, the traditional bread-winner may have more trouble adapting to the supportive role. He may resent having to start his career again every time the soldier is transferred.

The marriage between a civilian man and female soldier probably most challenges the traditions of the military as he encounters a reversal of roles. He moves when his wife does. She may make more than he does which can be a blow to a tradition-bound male ego. In her study of women in the military, Cynthia Enloe, concluded that it is

less their numbers than their ideological awkwardness that makes 'military husbands' politically significant. The military husband is not expected to play the same helpmate, nurturing, soothing role for the military as his female counterpart. He is not expected to quit his job and move every time his soldier wife is transferred.⁵⁹

A 1980 study by Hunter and Pope revealed that "the majority of women believe that the military should officially recognize the wife's career and her professional needs when making transfers and assignments."⁶⁰ In 1989, Morrison concluded that "economic opportunities for Army spouses are critical to satisfactory economic adjustment in Army life."⁶¹ How much more this would hold true for male spouses who tend "to derive their identity from their work."⁶²

Social Impacts of Relocation

A study by Hickman and Hunter addressed the "disease of loneliness" which is experienced by military wives, especially after relocation.⁶³ This phenomenon may have an even more significant impact on the civilian male spouse as he adjusts to

the social pressures inherent in any new community. The non-veteran spouse will often find himself a stranger who does not understand "militarese." Often there will be no other civilian husbands in the social groups to which his wife belongs. He will have no one else with whom he can share his experiences as a "house husband."

There generally are no "Husband Clubs" and those Wives Clubs which have extended an invitation to male membership are comprised mainly of females. Therefore, the male may find no other men with whom he can identify or establish bonds. There may be no one available to help him pass through the adjustment phase which follows every move, whether in the civilian or military environment. In her study, Pavett concluded that the "relationship between stress and its outcomes will be significantly higher of spouses who do not utilize social support systems."⁶⁴

In 1981 Hunter and Pope indicated that "role flexibility" was a necessary attribute for the military spouse to help that person cope effectively with the military lifestyle.⁶⁵ Military wives have had many years of experience trying to adjust to that role whereas civilian male spouses are relatively new to that environment. Unfortunately, sometimes even the soldier-wife may "resent her husband's still unusual role."⁶⁶ If the marriages are to remain in tact and the females continue with their military careers, these men need time, encouragement and support by the military community to develop the same level of role flexibility.

The Schneider's, as a result of a series of interviews with contemporary military women, concluded that military veteran male spouses adapted more easily to the demands of time and relocation required by the services "because they understand the military."⁶⁷ However, they found that some men are not able to adjust to the requirement of moving around, and to the unemployment or underemployment experience. They found this lack of adaptability especially acute for those in specialized or technical fields and that, as a result, many marriages fail.⁶⁸ As a potential employment solution, the civilian spouse may decide not to move with his soldier-wife. This could add stress to the marital relationship.

Family Separation

The non-military mother may feel she experiences more of the negative aspects of deployments. She may perceive that she has a more "difficult time during the separation than her spouse." ⁶⁹ In reality, it may be the husband who is left behind to take care of children who will experience the most stress. Traditionally, in the American culture at least, he has not been charged with care of the house and children.

It could also be assumed that the younger the couple, the less educated they are and the less time they have had in the military. Consequently, they may be less capable of coping with family separations. This generalization could aptly apply to the junior enlisted grades (E-1 through E-4) which have a 75.5% female soldier/civilian spouse rate.⁷⁰ As a group these couples

might also be "less aware of the availability of support services and hold negative attitudes toward both informal and formal military supports."71 If the family is stationed in CONUS, there is more likelihood that the extended family may be able to assist in the care of the children. If the soldier is deployed while the family is stationed OCONUS, support would most likely have to come from friends or the military itself. Some men left to care for their children during the wife's temporary absence may tend to resent offerings of help. These offers could be construed to imply he is incapable of caring for the children while, in reality, they may be extended in a gesture of true friendship.

Career Conflict

Regan and Roland investigated the potential for conflict "when men and women choose to deviate from the traditional gender-based division of labor."72 Women are no longer content with assuming the traditional homemaker role. Rather they expect "careers to be the primary source of future satisfaction but also indicated that family relationships were still very important."73

Some military women feel that for a man to be a successful spouse of a female soldier, he must have a high degree of self-esteem and be willing "to put his wife's career first, deliberately and whole-heartedly."74

If one party to a marriage shares the newer view and the other the more traditional view of male-as-breadwinner/female-as-helpmate pattern there exists the possibility for

tension in their relationships. Regan and Roland concluded that as late as 1985, women were still

expected to fit careers around childrearing and husbands' career needs; men are enjoined to find success outside the home. Role conflict arises not only from the expectations of others (spouse, family, coworkers) but also from internalized, deeply held conceptions of gender roles.⁷⁵

They further suggested that "men are impeded from aiding their wives' professional advancement by the same cultural norms that reinforce women's support for their husbands' careers."⁷⁶

Conversely, the Schneider's suggested that a retired serviceman, "knowing that he is contributing financially through his military pension, may actually enjoy acting as mentor and role model in the development of his wife's career."⁷⁷ It may be easier for a retired military man to assume this mentor role since he has his retirement income and therefore is not totally reliant on his wife for financial support.

Regan and Roland found that career oriented spouses of either sex required a supportive spouse, that each needed to fill the role of helper and nurturer in the home."⁷⁸ They concluded that "if the family becomes a source of stress rather than support, the dual career family lifestyle may not be viable."⁷⁹ This can be especially significant to families since the military expects the soldier to be ready to move on short notice to support the unit mission. Some families may elect to have one person forego a highly successful career to enable the one with the most promise for advancement to continue in his or her job. They found that "traditional normative expectations may predetermine which spouse will forego career. The woman,

preconditioned to placing personal goals second to family demands, is most likely to sacrifice her career aspirations."80 This could cause the Army to lose a valuable, trained resource. On the other hand, if she is less traditional and puts career before family, there is the strong possibility that the marriage will fail. This would be another contributor to the deterioration of family stability in the United States.

Economic Considerations

In 1989, the RAND Corporation conducted a study into changing family structures both in the civilian sector and in the Army to determine both similarities and differences in family orientation. Although the study did not address civilian male spouses of female soldiers, some of their conclusions on employment issues could apply to male spouses as well. The researchers concluded that "employment opportunities for Army spouses are critical to satisfactory economic adjustment in Army life."81 They expressed concern that future labor market difficulties for Army spouses could have a "deleterious economic effect on their families and, in turn, on the Army's continuing ability to retain experienced and highly skilled personnel."82 The researchers further stated that living OCONUS can further exacerbate family conflict especially when the non-military spouse's income is vital to meeting the family's basic needs. The study listed reasons for high unemployment rates among female spouses:

frequent transfers . . . with resultant breaks in career progression; potential job discrimination because of the

likelihood of unexpected transfers; inadequate or inappropriate job opportunities in certain localities, and difficulties in arranging for suitable child care.⁸³

These issues can apply equally to civilian male spouses.

When both partners are mature, they can assess not only the challenges but the opportunities the military offers. They may realize that a career that guarantees retirement with only 20 years, instead of the typical 30 years found in the civilian work arena, is worth the sacrifices.

LIFE SATISFACTION STUDIES ON CIVILIAN HUSBANDS

It appears no one has conducted and published research results on life satisfaction attitudes of spouses of female soldiers. However, some studies conducted on civilian husbands with working wives may be applicable to the spouses of female soldiers.

Impact of Employed vs. Unemployed Wives on Husband's Happiness

In the civilian sector, several studies addressed the life satisfaction of men with working wives versus men with wives who were homemakers. This research attempted to determine if men reported a higher degree of happiness when their spouses worked as opposed to those who were not employed for whatever reason. All the men in these studies were employed.

Manning and DeRouin "found that husbands of employed wives are more content than husbands of unemployed wives."⁸⁴

Conversely, a 1985 study found that "husbands of employed wives had significantly lower life satisfaction than those of wives without paid employment."⁸⁵ Another study conducted in 1988 suggested that "their wives' employment hurt the husband's well being."⁸⁶ One could speculate that male civilian spouses who find themselves in a new and perhaps threatening environment may, as a group, have the same lower life satisfaction. It is the female soldier who has the career. It is her assignment that determines where the family will live, if they will live together, and to a large extent, the circle of friends with whom the couple will associate. Some of these considerations may be intensified when a couple is transferred to an OCONUS location.

In a Memphis State University study, Julia Heath tracked 2742 women aged 30-44 from the civilian sector of US society for a 15 year period beginning in 1967. Her investigation attempted to determine if their working would contribute to divorce. Ms. Heath's research could not establish a direct link between a woman's educational level or adherence to a career and insurmountable resentment in their spouses. She found that "education, prior work experience, and wife's wages" had no effect on marital stability.⁸⁷ Rather, her study suggested that the "sole problem area is the amount of time the women is away from home."⁸⁸ She concluded that the more time a woman devotes to the labor market, the more likely she is to divorce. Ms. Heath's research found that a woman who put in a 60 hour work-week had a 4.8% higher probability of her marriage ending in divorce than did a woman who worked 20 hours per week.⁸⁹ This

phenomenon could apply to the female soldier whether her husband is another military member or a civilian. However, as reported by the Schneider's, women married to other military members claimed their spouses better understood the time demands inherent in the military since they experienced the same time demands themselves. They felt that the civilian male spouse, especially one who had never served in the military, would be more likely to resent the time demands placed on his soldier-wife.⁹⁰ Since an 8-hour day is a rarity in the military, these findings should be of some interest to the Army.

If a female soldier with children divorces, she may elect to keep the children with her to retain ready access to medical and child-care facilities.

In The Military Family, it was concluded that military service providers agree that their

efforts are best directed toward support for the healthy functioning family. Healthy families are by far the majority, and since military combat effectiveness must be our primary concern, these are the families we want to retain.⁹¹

Therefore attempts to keep the family unit in tact may have to be accelerated in the future. Because social scientists have long felt that "work is a source of life purpose, productivity, prized self-image and validating experiences," they concluded "that the absence of meaningful work is seen as a major source of personal disturbance Continued employment and work satisfaction were correlated with high longevity."⁹²

In their 1965 study, Bradburn and Caplovitz found that the "occupational situation . . . plays a strong role in personal well-being."⁹³ If these findings are valid, the man who links

his life purpose to his employment may suffer loss of self-esteem when his employment needs are not satisfied. He may also experience more stress related diseases during periods of unemployment or underemployment.

A 1985 study by Benin and Nienstedt included husbands with working wives, men whose spouses were housewives, housewives, and working wives. This study attempted to determine the overall life satisfaction of people in the four listed categories. This study did not include happiness ratio for working women with "house husbands." In assessing overall happiness, their research revealed no significant differences between married individuals in each of the four categories. The researchers concluded that "for both working wives and husbands of working wives, marital happiness and job satisfaction interact in producing overall happiness."⁹⁴ In essence, they found when the wife worked the "effect that marital happiness has on overall happiness is influenced by job satisfaction, and the effect of job satisfaction on (total) happiness is affected by marital happiness."⁹⁵ This happiness finding applied both to the men and women surveyed. Husbands of housewives did not have the same overall level of total happiness as did those with working wives. This "suggests that the spillover model of the effects of work on home applies only to families of employed wives."⁹⁶ It is probably equally true that wives of unemployed husbands will not have the same level of total happiness as those with employed husbands.

This study suggested that for a man there is a linkage between his level of happiness both in his marital relationship and on the job. The authors also suggested the most important factor in determining whether a person is very happy is marital satisfaction. However, the "most important factor in determining unhappiness is job dissatisfaction."⁹⁷ When a person is unemployed, the two dynamics cannot interact to increase the likelihood of overall life satisfaction.

Education, training, experience and job availability combine to influence a person's ability to secure a job. Therefore, Benin and Nienstedt concluded that many people who are unhappy "because of unsatisfying jobs . . . may be forced to stay in those jobs because of a lack of alternatives."⁹⁸ This may contribute to their feelings of unhappiness. Spouses of soldiers who are underemployed or in jobs which do not complement their training or desires may sense such unhappiness. This unhappiness could become especially evident when the couple is assigned to an area which has limited employment alternatives.

Underemployment

While there have been no studies on the effect of underemployment on military spouses, Zvonkovic, Guss, and Ladd did investigate the impact of underemployment on men in the civilian sector. They defined "underemployed husbands, the principal breadwinners, as a situation in which husbands had experienced a period of unemployment and were now working for a reduced wage."⁹⁹ The male as "principal breadwinner" may not

accurately describe the actual financial status of the female soldier/civilian husband couple. However, when a man perceives his role to be that of principal provider of family income, he is likely to suffer from the stress when his wife earns more than he does. They found that "men whose marriage relationships were a source of support achieved a productive perspective on the situation, often perceiving something positive about it, perhaps changing their self-concept."100

Underemployed men interviewed during this research recalled "their job loss as a time when they felt angry, hurt, and depressed."101 A man who becomes unemployed or underemployed because of his wife's military transfer may feel angry. This anger, which could be manifested in either verbal or physical demonstrations, may be aimed at the Army as an institution or at his spouse who represents the Army. People with such feelings are also often candidates for mental and physical problems if they are unable to adequately adjust to the situation.

This study found that when unemployed men tried to find work most frequently it was in the field in which they were last employed. The good employment counselor will help the clients to consider their total skills background. The trend toward this was evident in responses from CONUS based ACS offices which reported that they offered or would like to offer programs on entrepreneurship.

Underemployment is not only a personal matter but rather cuts across several facets of a person's life. Besides its effect on one's psyche, family and community relationships may be

impacted. The support available and the person's inward acceptance of the situation will determine whether these impacts are positive or negative. Military communities with their Family Support Groups have the potential to exert a positive influence on stressed families. The caring, nurturing attitudes of these groups can often help enhance the unemployed or underemployed spouse's feeling of cohesiveness with the military family.

Underemployment does not always result in income loss. Sometimes it may result in feelings of boredom. Although it has not been able to help with the boredom syndrome, the Army is more reactive in helping families who have undergone a reduction in income. This is best exemplified by the ACS-provided assistance in the areas of budgeting, financial planning and employment counseling. Zvonkovic, Guss, and Ladd concluded that "working on financial and ecological aspects of family living should provide underemployed people with renewed enthusiasm and skills to combat their predicament."¹⁰² If ACS can reach these underemployed as well as unemployed persons, their efforts could lead to a strengthening of relationships and hence stronger marriages. Efforts aimed at helping spouses could also lead to more acceptance of the Army as a family-oriented institution.

In the Zvonkovic, Guss, and Ladd study, the men were all better educated than their wives, a characteristic reflective of female enlisted soldier/civilian spouse couples in the Army.¹⁰³ Their study addressed men with various job skills as would often be the case for veterans married to female soldiers. They found that although the amount of experiential "resources on which a

person can draw may potentially increase the chances for reemployment . . . the existence of these skills has no straightforward link to adjustment."¹⁰⁴ The more skills and experiences an individual possesses, the more likely he may be to experience dissatisfaction with his underemployed status. He may feel his past employment successes are not being acknowledged or utilized. However, they found some underemployed men reported in retrospect that the loss of their primary job opened opportunities for them "they would not have exploited before"¹⁰⁵ because they had become complacent in their positions.

Changes in work patterns and loss in income are known to effect workers both psychologically and physically. Therefore, Zvonkovic, Guss, and Ladd attempted to determine how the "adjustment to underemployment can be influenced by the marital relationship."¹⁰⁶ Not only may underemployed men "feel powerless to control happenings in the past, present and future . . . but also family members . . . may express criticism and blame."¹⁰⁷ They reported several researchers had found that "the experience of underemployment may increase previous family difficulties or may by itself lead to dissatisfying and unstable relationships."¹⁰⁸ They observed that those who reported strong martial relations were less likely to experience health problems.

Besides the family itself, their study also addressed the community in which the underemployed individual lives. They found that "a community with strong social ties, with resources available for pooling of property, may support families emotionally and materially."¹⁰⁹ In this respect the military

community may be able to provide some of the support the civilian male spouse requires while he is unemployed or underemployed.

Division of Labor

Because of the time commitment required by the military, it is possible that questions regarding division of labor may arise. This issue could most conceivably surface when the non-military spouse is not employed full-time and therefore not subjected to the same time demands as the soldier.

Researchers have not addressed division of labor in the military environment. However, in the civilian environment they found that "men are most satisfied with an equitable division of labor, especially if the number of hours spent in household chores is not large."¹¹⁰ This study did not address unemployed husbands with employed wives. Rather it concentrated primarily on dual-employed couples or employed men with wives who did not elect to be in the work force. Therefore exact correlations between the female soldier/civilian spouse who was underemployed or unemployed cannot be made.

They noted that "husbands typically contribute greater occupational status and income to the marriage."¹¹¹ If this higher occupational status level does not apply to the male spouse who expects to be the main income contributor to the family, there is likely to be tension for both partners. The soldier-wife, as the prime source of family income, may expect her spouse to contribute more to household chores. This may exacerbate her spouse's feelings of inferiority when he is unable

to resume the role of primary income producer. He may also resent having to perform household tasks which he feels is inferior work. In a 1983 study, Ross, Mirowsky, and Huber suggested that "household work is often menial work that a person of lower status performs for a person of higher status."¹¹² If a man's level of self-esteem has already been shattered by his being unemployed, he may be more opposed to perform those household tasks which he perceives to be demeaning in character. These researchers observed that when both husband and wife were employed, the amount of time spent on household tasks without giving rise to feelings of inequity was directly related to the amount of time spent in paid employment. Conversely, they found that "performing housework does not increase a husband's depression."¹¹³ Employed men seem to be more willing to share in some household tasks. In her research, Sekaran found that when working men and women share home roles, "communication and interactions between the spouses will increase enhancing their marital happiness."¹¹⁴

Individuals who rely on their positions for their self-esteem suffer the most distress when they find themselves in an unemployed status. When they are unemployed or underemployed, their feelings of self-worth diminish and they begin to question their adequacy as a person and as a spouse. The sensitive wife will take extra efforts to boost her mate's self-esteem during these periods. Many women, unfortunately, may not see this problem in their spouse because they are busy with their own work, their responsibilities to the job and to the family.

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CHAPTER III

RESEARCH RESULTS

After the ACS officers returned the completed surveys, I analyzed these for content based on the responses versus unanswered or unanswerable questions. Then I compiled the statistics and compared CONUS results with OCONUS results to identify similarities and differences. The results did not validate my hypothesis. Finally I interviewed spouses of female soldiers.

Although all of the men reported they had experienced feelings of stress because of employment considerations, only one revealed that he drank more than he normally did while he was unemployed. Their sharing of emotions which arose while they were either unemployed or underemployed confirmed that while men react to employment frustrations, their reactions are not necessarily the same as those of a woman.

ACS offices provided data on FMEAP utilization and expressed their opinions regarding the need for various programs to address spouse employment issues. They also recommended enhancement of existing programs, the addition of new services, and elimination of programs for which there was little apparent return in comparison with resources expended.

SURVEY CONTENT

All responding sites provided information on the size of the active duty population eligible for service. Most respondents identified the approximate number of non-military spouses assigned to the location. In all cases the number of civilian male spouses was small, if the reply identified this group at all.

Demographic Data

There were definite differences in the demographic and statistical data which different sites provided. Generally, OCONUS sites maintained more detailed demographic data which were broken down by sex and rank of the military member. Some sites indicated they only kept statistics on numbers of spouses utilizing ACS services by groupings of pay grade or rank, e.g., E-1-E-3, but not by sex. These differences in record keeping may be due to the ACS offices' developing localized client intake forms to supplement those required by ACS regulations. These locally developed forms may enable individual sites to identify specific populations and tailor programs to meet the needs of the soldiers and families assigned to their area of responsibility.

A small number of responding offices provided figures on the number of veterans who had used ACS services. However, they were unable to identify the veteran in relation to pay grade of the sponsor. (I requested this information in an attempt to validate earlier findings reflected in the DMDC1 and ASAF2 Surveys. Both

had reported a higher level of employment among male civilian spouses who had served in the military than in the civilian male population at large.)

Very few respondents sent data on the educational level of the spouses served.

Employment Sources

All provided the requested information on sources of employment information in their locale. Some of the OCONUS respondents reported that in addition to U.S. employers, Army spouses could apply for jobs through German government-sponsored agencies. There were no charges to military spouses who used non-DoD sponsored employment services at any of the locations.

Follow-up

Although respondents provided information on the employment sources in their area, they were unable to identify the number of spouses employed by each. Very few, if any, had conducted any formal follow-up on spouses who had received FMEAP assistance to verify whether they had found employment. Most were unable to indicate whether the spouses were underemployed, appropriately placed in jobs, or overemployed. Those who completed this survey item commented that they could provide the information only because they personally knew of people in one of the categories. They said they surmised there were others in the same employment situation.

Abuse Statistics

For the most part, the abuse statistics were provided. Some of the figures seemed out of proportion to the size of the community. These may have been aggregate figures for both military members and spouses rather than just on the non-military spouses as I had requested.

Spouse Employment Programs

All respondents answered the questions on their perception of the need for programs which addressed the psychological aspects of spouse employment and sharing of responsibilities. Generally they felt there was a need for such offerings.

Skills training for spouses was the most popular addition to programs currently available at both in CONUS and OCONUS sites. Language training was also seen as a potential benefit for those stationed in Germany.

Most commented on what they would scale down or eliminate and included a rationale for their opinions. The biggest reasons for eliminating offerings were redundancy and low usage. Others suggested some classes could be eliminated because they were most often attended by those who did not need the programs to satisfy basic needs. They felt many attended the programs to enhance their employment or advancement capabilities rather than to actually secure initial employment at the installation.

Conclusion

ACS officers seemed more inclined to reply when they did not have to provide statistical data, especially in a format which was different from what they normally maintained. This is understandable since their primary mission is to provide services to soldiers and family members. On the whole, they were willing to share their experiences and provide suggestions for improving or eliminating programs.

NON-VALIDATION OF HYPOTHESIS BY ACS

Four questions in the survey addressed abuse statistics for FY 1989. These were:

1. How many female and male non-military spouses have displayed dysfunctional behaviors (i.e., physical or verbal/emotional abuse of children or of military spouses; alcohol or drug abuse?
2. How many of the non-military spouse clients were victims of physical or verbal/emotional abuse committed by the military member?
3. To what extent do you feel that most of the dysfunctional behavior is due to the non-military spouses' unemployment/underemployment/overemployment status?
4. For clients unable to find suitable employment, how many were referred for personal counseling to help them cope with their unemployed status?

The statistical data were obtained from Family Advocacy files. In conjunction with Family Advocacy Specialists, the Family Member Employment Assistance Program specialists were asked to assess the extent that employment concerns contributed to the aberrant behavior.

Client intake forms completed by Family Advocacy personnel do not have Employment Status as one of the categories which resulted in referral for treatment. Therefore, unless this issue emerged and was documented during counseling sessions, there was no definitive method for determining the significance of the employment status as a contributing factor to abuse.

According to the respondents, slightly more civilian male spouses than civilian female spouses abused their spouses, both physically and verbally. This may be significant since number wise this is a small group. More civilian female spouses abused their children both physically and verbally than did their military spouses. This could possibly be attributed to the wives' spending more time with their children while the husband is at work. Respondents reported that civilian male spouses had higher incidences of both alcohol and drug abuse than did the civilian female spouses.³

Only seven locations answered the question on how many non-military spouses by sex were abused by the military member. Since some of the replies seemed out of proportion to the size of the military population served, I did not include these figures in my analysis.⁴

Many respondents did not answer the question on the extent that the employment status may have been a contributing factor to dysfunctional behaviors. Of those who did, forty-two percent said they felt it had little effect on the abusive tendencies. Twenty-eight percent felt employment contributed to the abusive behavior to some extent. While not answering the question directly, others commented the dysfunctional behaviors could not be attributed solely to the non-military spouses' unemployment, underemployment or overemployment status. Instead, they suggested this could be only one of many contributing factors which lead to abuse. Although it was acknowledged that employment could be a contributory aspect of dysfunctional behaviors, the responses could not validate that it was the root cause of the behavior.⁵

During the reporting period, respondents indicated that 117 civilian wives and 16 civilian husbands were referred for personal counseling by ACS staff.⁶ Although this number is small in comparison to the number of clients who registered for employment counseling during the same period, this is a tribute to the employment advisors. These individuals are generally not trained psychological counselors. However, in these instances they were able to identify the absence of appropriate coping mechanisms and refer employment seeking clients for help.

ANECDOTAL REPORTS

Since I was only able to find scant evidence of any research conducted on challenges faced by civilian spouses of female soldiers, I began to search out these men. In an informal setting, I interviewed several spouses of active duty women to determine how their employment status impacted on their lives.

A currently employed retired senior NCO spouse of an officer reported that when he lived OCONUS and was unable to find a job, he "became close friends with Jack Daniels." When asked if there were spouse groups which he could join, he said he had attended only one meeting. He recalled that he was the only male in attendance even though there were four or five other unemployed men married to female soldiers at the location. He related that they would get together while their wives were working, mostly to commiserate--and drink. He reported that his language got worse when he was unemployed. He did eventually find a job though it was below his previous level of responsibility. He felt that his being employed did help stabilize his life and removed some of the stresses of living overseas.⁷

A non-veteran professional man who had lived at a different overseas location reported when he was unable to find suitable employment, he became a volunteer and conducted workshops on a variety of topics. Since he researched the topics before his presentations, he was able to keep current in his field. Because of his educational and experiential backgrounds, this man with a doctorate degree said he definitely felt depressed when he was

unemployed and unable to find suitable employment. He found his volunteering proved to be an effective coping mechanism in the short term.⁸

A third man I queried reported that his ego was badly battered when he had to ask his wife for money during his period of unemployment. He said at first he thought being a "house husband" would be an interesting way to spend his day while giving him plenty of free time to pursue hobbies. He indicated "that got old fast," especially when he had to ask his wife for money.⁹

A military retiree who was not in the job market cared for their children while his soldier-wife was at work. He reported that he had gained a new respect for his wife's organizational talents. She had been able to juggle responsibilities of job and child care when he was still on active duty with apparent ease.¹⁰

One former enlisted man, now married 17 years, was married before he and his wife joined the Army. He elected to leave the service at the end of his first enlistment. The couple felt the wife had a better opportunity for career advancement since she had received a commission. After his ETS, he returned to college full time so was out of the job market for his first two years as a civilian spouse. Subsequently, they were transferred OCONUS where he was able to obtain a job immediately. When they returned to CONUS, his wife was assigned to a military school for nine months. They knew she would be assigned to a high cost-of-living area after she graduated. While she was in school, he elected to live in another state where he could earn

money for a down payment on a house. When they moved to the new area, he held two different full-time jobs. Even though he knew he had veterans preference, he did not try to obtain civil service positions because of the long lines and "mountain of paperwork" required to compete for them. During the last two years in that area, he obtained a part-time job. He retained that job when his wife was transferred to an area about 125 miles away rather than looking for work in the new area. This position did not give him as much money or job prestige as he possibly could attain in a full-time position. However, it afforded him an opportunity to be with his wife several days each week. He said that if his wife is transferred in CONUS other than to a school, he would not join her at the new location until he found a job. He felt he could not "deal with being unemployed." On the other hand, if she were transferred overseas, he would quit his job. He explained "unemployment is a better alternative than an extended separation from my wife." At the end of her current assignment, his wife will again be sent to school for 10 months. While she is there, he will retain his current job and try to visit her bimonthly.11

Another suggested that in areas with a large military community it is probably more advantageous being a male spouse of a female soldier than vice versa from a job hunting perspective. He said that he had never been asked if his wife were in the military though he knew women were routinely asked that question. He said no one assumes a man is married to a soldier. He also experienced positive "prejudice" at military medical facilities.

On several occasions, he was treated ahead of not only other family members but also active duty soldiers. He felt this preferential treatment was given because he was a member of unique entity in the Army--civilian husband of a soldier.¹²

It was related that, at one point in their lives, a soldier-wife was pressured by people in her office to have her husband join the wives club. He mailed in the check for the annual dues. In the end, the president of the wives club returned the dues money he had paid. Perhaps at the time (1978), the club did not know how to and was apparently not willing to learn to respond to needs or interests of male members.¹³

ACS SURVEY RESPONSES

CONUS ACS offices participating in this research served populations which ranged from slightly less than 300 active duty personnel to over 38000. The large number represented a metropolitan region which provides services to family members from several installations. OCONUS populations ranged from 1100 to 15000 active duty personnel. Most responding installations said that they did not break down their statistics on clients by sex. Of the CONUS locations that did, a civilian male spouse population of about 1000 was the largest reported. The largest number of civilian male spouses at a single OCONUS location was eleven. Several of the smaller OCONUS locations reported zero to four civilian spouses of female soldiers.

Program Utilization

Responses did not validate my initial hypothesis that lack of appropriate employment led to abusive behaviors. Therefore, I attempted to determine whether there was a correlation between their employment status and use of ACS employment services by non-military male spouses. For comparative purposes, I asked the queried ACS offices to provide data on the use of this service by both male and female civilian spouses. Responses from offices which maintained statistics both by sex and rank of sponsor reported low usage especially by families of junior enlisted personnel, those probably most in need of assistance. This usage phenomenon by spouses of junior members held true even for combined male/female spouse statistics.

Although usage figures from the respondents were incomplete, as one might expect, female civilian spouses used ACS services more than did male civilian spouses. Reasons for the lower incidence of use by non-military male spouses was not identified but might be the subject of future investigation as this population increases.

Ironically, during FY 89 on those installations which identified their clients by sex, those with smaller populations reported a higher percentage of usage of all ACS services by male non-military spouses than did the larger posts. These sites may have more aggressive programs which draw out these spouses rather than the men themselves actually seeking out assistance.

Civilian male spouses used employment counseling more than any other service provided by ACS. Consumer affairs/financial

assistance was the second most utilized service. A CONUS ACS officer explained that "even though the soldier was a female and prime contributor to total family income, the clients with whom she worked felt that it was the man of the house who should be in charge of the budget."14

In telephonic interviews, two CONUS ACS offices echoed the thought that they did not see nearly the number of civilian male spouses as they did civilian female spouses. Those men they did work with, however, seemed to have much more difficulty in accepting their being unable to find ready employment. This was a significant concern to the employment counselor in the large, high cost of living metropolitan area. As a general rule, however, the male spouse FMEAP usage figures alone would not justify special programs for the civilian male spouse.

Another CONUS location reported that many of the civilian males who had come to the office for employment assistance brought children with them. This gave her the impression that the men were not making the same concentrated effort required in a job search as her female clients did.

Sources for obtaining employment information were almost identical for both CONUS and OCONUS locations with the primary source being the local DoD Civilian Personnel Offices (CPO). These CPOs provide job listings for both Civil Service and Non-Appropriated Fund (NAF) positions. The Army Air Force Exchange Service (AAFES) has separate employment offices and is also a significant employment source both CONUS and OCONUS. Department of Defense Dependent Schools offer some local hire

positions for spouses at overseas locations. Banks and Credit Unions on military installations also hire family members.

In addition to the sources listed above, CONUS based ACS offices also have the option of referring clients to state and county employment agencies.

Most OCONUS respondents reported they had the mechanism for referring spouses to positions in the civilian sector. These were not considered good employment sources, however, because of language barriers. This caused several ACS offices to recommend language training for spouses as an avenue to open more job opportunities. The time required to obtain work permits from the German government, however, often precluded even those fluent in German from getting a job on the economy.

One CONUS location reported there was a problem getting family members accepted by the civilian community for jobs in the private sector. She speculated that the community wanted to ensure jobs for the permanent residents rather than transients. In contrast, another CONUS location reported that the local community welcomed military spouses. Businessmen realized that without the post, the largest employer in the area, their economy would have a high level of unemployment. Businesses felt hiring family members was an excellent means for them to gain knowledge of the installation. It also gave them the opportunity to express the good will of the community for the Army. However, there were limited employment opportunities in the area. Most jobs were in the service sector and salaries were below the national average. Even college graduates had difficulty getting

into management positions. School systems and banks, both large employers in the vicinity after the Army, wanted continuity for managerial positions which the transient life of the military does not allow. However, military family members routinely filled guidance counselor, teacher/aide, clerical, and teller positions. Because of the four year indenture provision in their employment policies, industries in the area essentially closed their jobs to military family members. "Employment interruptions due to frequent relocations seem to have pervasive effects on spouses' labor force participation and employment opportunities."¹⁵ Therefore, an Army commitment to four year stabilized tours could have a positive effect on retention and readiness. If the Army adopted such a policy, then indentured jobs such as those in the cited area could become open to military spouses.

Because of the limited number of positions in the area, employers could also afford to be very selective. Jobs traditionally filled by high school graduates were filled by those with associate and bachelor degrees. This made it difficult for spouses of Corporals and Sergeants, the largest population of family members, to obtain jobs. This group was reported to have fewer skills and less job experience. The employment environment did contribute to underemployment in the region. The FMEAP counselor explained that most government and civilian employers in his vicinity announced positions first to their currently employed personnel before going to the outside to recruit. He suggested that, for this reason, many elected to

accept jobs for which they were over-qualified as a means of "getting their foot in the door."

One larger OCONUS area also provided job information to spouses external to their community. This was done in an effort to supplement position information available at the smaller communities. This office reported that US contractors were a significant source for employment opportunities for spouses. They found that male civilian spouses fared better with these contractors. As a group, they had more specialized work experience or technical training, particularly in computers, than did their female counterparts. Most of the female spouses employed by these contractors were in secretarial positions.

Another office reported that the majority of the women in their region were high school graduates. However, the civilian male spouses, most of whom were veterans or retirees, had much more work experience. Thus they found work more readily than did female spouses. They also reported that non-German spouses for whom English was a second language had the most difficulty in obtaining employment. These women most frequently found jobs with AAFES in retail or food service positions.

One OCONUS location included stress management classes as part of its FMEAP offerings. Some sessions on this topic had more men, both soldier and civilian, than women in attendance.

In telephone interviews, two OCONUS FMEAP specialists reported their male civilian clients had a much more difficult time coping with underemployment than did their female clients. Both resoundingly attributed this to ego issues. They felt this

was especially acute for men who were retired military personnel. Having been in positions of leadership and responsibility, the retirees found it difficult to accept or find any stimulation in positions which did not use their expertise. One respondent reported she had one male client, a retired NCO, who came in regularly. Although accepted for several positions, he refused to take a job which he considered "beneath his abilities and experience." Thus, sometimes the apparent advantage of extensive work experience can work against the male if the family is assigned to an area with limited employment opportunities.

Most of those interviewed also felt men tended to get discouraged more quickly in their job hunting efforts than did the female civilian spouses. Men had not been subjected to the effects of losing their jobs because of the transfer of the soldier to the extent female civilian spouses have been.

One FMEAP specialist said the civilian male spouses do not volunteer at the same rate the women do. He suggested that perhaps the male spouses were less anxious about being unemployed than female spouses. Therefore, they did not feel the need to network or gain job experience through volunteer service.

It seemed ironic that of those interviewed, only the male FMEAP specialist felt the civilian male spouse did not have a more difficult time coping with his unemployment status. This suggests there could be a perceptual difference between male and female FMEAP specialists in their assessment of coping behaviors.

When asked if their male clients had shown any tendency to drink more because of their unemployment status, two OCONUS

sources said they were not personally aware of any such problems. They indicated that such information was maintained at other sources. They stated that if an individual had a drinking problem which was out of control and it had been reported, the commander could refuse to extend the command-sponsored status. This would cut the individual off from medical, commissary and exchange privileges. They said some retirees married to Local Nationals had lost their privileges when they exhibited abusive behaviors over a period of time. A CONUS office responded to the same question by saying that he had noted no negative behaviors among unemployed men or women in his area.16

Programs for Attitude Modification

Several questions addressed the need for programs which might help couples confront some of the stresses associated with employment for both male and female non-military spouses.

Only one CONUS installation answered the question regarding dysfunctional behaviors resulting from the employment status of the civilian spouse. That office was unable to provide the number of employed vs. unemployed vs. underemployed spouses in its area of responsibility. They reported that underemployment was the biggest complaint of clients who expressed concern about their abilities to cope with their feelings of job dissatisfaction.

Questions addressed the perceived need by the ACS Officer for programs to help either the soldier or non-military spouse or both adjust to the paid employment of the non-military spouse.

For each topic listed, I asked respondents to indicate the degree of need for the programs for both the soldier and the non-military spouse.

In response to "A program which addresses the adjustment on the part of the soldier and spouse to the non-military spouses' working for pay outside the home," most indicated that there was some need for both male and female soldiers as well as their spouses. Some OCONUS sites felt that there was a great need for such a program for non-military female spouses. Other OCONUS replies said that there was little need for such a program for female soldiers and their spouses while there was some need for male soldiers and their families. This perception may be based more on sheer numbers rather than on a valid need by the female soldier and her spouse.

Only two sites, both OCONUS, indicated there was no need for a program on the issue.

There were mixed responses to the question asking for the perceived need for "A program which considers role conflicts for non-military spouses as well as soldiers. This could include expectations for sharing housework, child-rearing, shopping responsibilities." All but one respondent indicated there either great need or some need for such an offering for male soldiers. This seemed to suggest that men associated with the military may be more macho in their orientation. Or perhaps because of the long work days often required of soldiers, they feel they should not also be asked to do domestic chores. The majority of those

replying suggested there was some need for this type program for females, both soldiers and civilians.

Most CONUS respondents cited only some need for "a program which addresses the transition from full time home maker to employed person" for both soldiers and spouses. Many of the OCONUS sites responded that there was a great need for a program with this emphasis for male soldiers and their spouses. They recommended only some need to little need for female solders and their spouses. Two OCONUS respondents felt there was no need for such a program.

When asked if their location provided any of the type programs listed above, most reported that they did not offer any type program of the nature listed. Those responding in the affirmative, a small number, listed typical programs they presented in the form of workshops. These included: Resume Writing, Dressing for Success, Filling out Government Job Applications. These classes are actually a sample of program offerings on employment issues rather than answers to the questions asked.

One CONUS installation provided classes on volunteering and how volunteer work could translate to verifiable job experience. Another offered classes on establishing one's own business.

An OCONUS location had recently initiated a Families Acquiring Career Training (FACT) workshop on a monthly basis. The program had participation by representatives from various sources of employment (Civil Service, NAF, contractors) and covered application form preparation, interview techniques, and

critiquing of applications. On the last day of this four-day program, ACS provided typewriters for the attendees. With these, they are able to prepare final applications and have them proofread and critiqued before providing them to the various employment offices in the region.

A CONUS location reported that long sessions were unsuccessful at their location because people did not want to commit themselves to a week-long program. Therefore, they offered a mini-workshop, modeled on the FACT concept, on a monthly basis and then set up individual employment counseling sessions with those who requested it.

One OCONUS location reported that it uses a video program from the Pacific Institute entitled "Investment in Excellence" with clients. The program covers personal growth and development, goal setting and dealing with change without undue stress. This offering more properly addresses the psychological and coping aspects of employment than the other programs listed.

A CONUS location reported that it provides instruments for self-assessment so that clients may determine their strengths, weaknesses, and preferences. Armed with this information, family members go for one-on-one employment counseling. During these interviews the counselor helps them target their talents and preferences to specific jobs in the area.17

ACS RECOMMENDATIONS

The responding ACS offices seemed to consider the employment related assistance they provide to spouses of vital importance. They were asked if they had unlimited resources at their disposal to list one employment related service that they would add at their community. Surprisingly, none of the respondents even jokingly asked me to send more money.

They were also requested to identify a program or service which could be eliminated if their budgets were cut. This may have taken some soul-searching, but most were able to identify a program that they would give up, though perhaps begrudgingly.

Increased Funding

If funds would be available, sites recommended the addition of the following services or programs:

1. "Job Information Hotline which tells what positions are available on post to include AAFES positions, Stars and Stripes, NAF and AF, all positions at the Education Center and commissaries. The Hotline could additionally work as an information source to answer questions about how to apply for jobs." (OCONUS)
2. "Program which considers role conflicts for non-military spouses and soldiers." (CONUS)
3. "Increase individual assistance and increase the emphasis on outreach to newcomers by employment counselors." (OCONUS)

4. "Computer Access Library available to public." (OCONUS)

5. "Establishment of a training program whereby the spouse could work as a volunteer learning basic skills. Many of the young low ranking troops' spouses wanted to work but had no skills or training. The OCONUS location prevented their gaining the needed skills otherwise. At the end of the probation period (90-120 days) the individual could be evaluated on the skills and knowledge learned. Then if the skills were progressing satisfactorily, the individual could apply for a beginner type job on a GS Scale of 1." (OCONUS)

This response was directed to wives rather than husbands but could apply to both.

(Note: Such a project takes a lot of coordination and raises concern by paid employees that they might be displaced by volunteers. However, Air Force Family Support initiated such a program on Okinawa with great success.)

6. "More job skills classes for entry-level clients." (OCONUS)

7. "Foreign language classes to improve employment opportunities in the civilian sector." (Several OCONUS locations)

8. "Encouraging people with talents or skills to think about setting up their own businesses. Maybe offering a financial incentive assisting these entrepreneurs to set up a business. The business should be monitored ensuring that money is used correctly and ensuring that the business is viable and legal." (OCONUS)

9. "Full-time Family Member Employment Assistance counselor at this ACS." (OCONUS)

10. "Install a Self-Help Computer and an Employment Source Directory. The computer would have a two-fold use. Via a modem, it would be linked to other sources of employment in the region. More significantly, spouses could use the word processing capabilities to type resumes and cover letters to prospective employers. With word processing, the basic letter could be saved and merely updated for future use by the client. The employment source directory, which would be procured from a commercial vendor, would give broad categories of jobs, eligibility requirements and major employers in the region." (CONUS)

This suggestion contains two basic assumptions:

A. That the job-seeking spouses have word processing abilities.

B. That such a directory is available and is kept current.

11. A respondent from a "more traditional/backward location where the 'natives' did not exactly welcome newcomers with opened arms" indicated that the FMEAP specialist would like to have more time to work with local industry and other employers. These efforts would be directed toward eliciting their cooperation in hiring more military spouses. (CONUS)

12. "Working with the civilian community, create new jobs for the area." (CONUS)

One OCONUS respondent, perhaps in response to frustration in getting family members placed in positions concluded "There is no need to add any new programs. There is a definite need to

improve the functioning of the Civilian Personnel System so that positions are filled expeditiously."18

Decreased Funding

With the down-sizing of the Army because of budgets cuts, ACS Officers were candid when they identified employment related services provided to non-military spouses which they would eliminate or scale down. Typical responses included:

1. "Workshops except for 'Preparing the SF 171.' There is limited participation and those people who attend are usually not the ones who really need the help." (OCONUS)

2. "Assistance focused on changing jobs within the government structure." (OCONUS)

3. "Workshops, e.g., Dress for Success, Telephone Techniques. Why? Priority of Importance." (OCONUS)

There is a possibility that those who attend this type program are not those who really need the help. Rather they may attend to obtain suggestions on how to further further enhance their marketability.

4. "Hire-a-Teen program because it is only addressed, for the most part, in the summer season." (OCONUS)

5. "Resource library because the post library and Education Centers have some of the same materials." (OCONUS)

6. Eliminate the "Job Mobile because the job applications need to be at a central location anyway." (OCONUS)

7. "I would not suggest elimination of employment related services. I would suggest making the Federal SF 171 process

easier, so ers wouldn't have to photocopy the SF 171
every time nted to apply for a job." (OCONUS)

Perhaps in attempt to save ACS funds, an OCONUS
respondent stated that "ACS should not be providing Family Member
Employment Assistance Program (FMEAP). That should be a program
sponsored by CPO."

Several CONUS locations indicated that their installation
employment programs had not been fully developed because of staff
turnover and/or lack of adequate ACS staffing. Many more CONUS
ACS offices complained about lack of staff and personnel
turbulence than did the OCONUS locations. This might be
attributed to more available volunteers at the OCONUS locations
because of lack of paid employment opportunities.¹⁹

ENDNOTES

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Report on Army Spouses and Families in 1987, p. 240-241.

3. Survey Responses

4. Ibid.

5. Ibid.

6. Ibid.

7. Interview with Civilian Spouse of Female Soldier.

8. Ibid

9. Ibid.
10. Ibid.
11. Ibid.
12. Ibid.
13. Ibid.
14. Survey Responses
15. Jacquelyn Scarville, Spouse Employment in the Army: Research Findings, p. 4.
16. Survey Responses
17. Ibid.
18. Ibid.
19. Ibid.

CHAPTER IV

CONCLUSIONS AND RECOMMENDATIONS

The number of civilian male spouses in the Army will probably continue to grow for two reasons:

1. The number of lower ranked female soldiers married to civilians has increased during the past two years.
2. USAREC has a goal to increase in female enlistments by 27%.¹

Demographers forecast a shrinking labor pool of men in the draft age during the 1990's. Therefore, it can be assumed that the trend to enlist more women in the future will continue. As part of the Army's commitment to care for the Total Army Family, greater attention should be paid to the civilian male spouse population. By focusing on the female soldier/civilian spouse population, the Army may increase morale for this more unique group of families. Such efforts could also contribute to family stability.

To date, the Army has targeted programs to meet the needs of the non-military female spouses who comprise 86.8% of the Army spouses.² The projected increase in the number of civilian male spouses dictates that some attention also be focused on this population.

Army Community Service does not maintain sex specific statistics on spouses. It might be appropriate for ACS offices world-wide to begin to collect such data. This endeavor could

serve to identify specific needs which might be addressed and incorporated into ACS guidance in the future.

The percentages of soldiers with civilian husbands are very high in the junior grades. In an effort to retain quality soldiers, attention should be focused on the needs of these women and their spouses while they are in their first enlistment.

As the Army becomes more technically oriented, training costs for soldiers will continue to escalate. Because of their exclusion from direct combat positions, it can be assumed that women will fill more of these technical jobs. Therefore, the influence of their spouses on their retention plans must be considered. Toward this end, the Army should insist more questions that address the needs of the civilian male spouse population be included in on-going studies.

Survivability of marriages between female soldiers with civilian spouses is an issue requiring study. Anecdotal data reported in Sound Off suggested there was a greater tendency for marriages between military women and civilian husbands to fail than there was among military married to other military members. Women interviewed for this book intimated that employment considerations and unwillingness of the husband to subordinate his career aspirations to those of his military wife caused many marriages to terminate in divorce.³

Researchers have studied the effects of a father's military deployment on children. The impact on a child's emotional development and family stability when the mother is deployed for extended periods of time should also be investigated.

This study demonstrated that a significant number of female soldiers, especially in the lower grades, have civilian spouses. Although it is inconclusive whether they have more difficulty coping with the transitory aspects of military life as it affects their employment opportunities, they do face challenges in finding jobs. Research indicates that men, more so than women, tie their self-esteem to their employment. This factor may require a different approach to employment counseling for men. The Army should therefore address this population with the same enthusiasm that it has for other minority groups.

ENDNOTES

1. USAREC Brief, February 2, 1990.
2. Defense Manpower Data Center Statistics, Appendix 8.
3. Dorothy Schneider and Carl J. Schneider, Sound Off, pp. 208-209.

Commander
Amberg Subcommunity
ATTN: AETTA-AS-ACS
APO New York 09452-0232

Commander
USMCA Ansbach
Bldg. 5083
APO New York 09177-0015

Commander
USMCA Ansbach
ATTN: ACS Info Centrum
APO New York 09177

Commander
USMCA Aschaffenburg
ATTN: ACS Center
APO New York 09162-0015

Commander
USMCA Ausberg
ATTN: ACS Center
APO New York 09178-0015

Commander
USMCA Ausberg
ATTN: ACS Center
APO New York 09458

Commander, Military Subcommunity
Babenhausen
ATTN: ACS Center
APO New York 09455-0015

Commander, Military Subcommunity
Bad Hersfeld
ATTN: ACS Center
APO New York 09141-0015

Commander, Military Subcommunity
Bad Kissingen
ATTN: ACS Center
APO New York 09330-0015

Commander
USMCA-Bad Kreuznach
ATTN: ACS Center
APO New York 09252

Commander
Bad Toelz
ATTN: ACS Center
APO New York 09050-0015

Commander
USMCA Bamberg
ATTN: ACS Center
APO New York 09139-0015

Commander
USMCA Baumholder
ATTN: ACS Center
APO New York 09034-0015

Commander, Military Community
US Army Berlin
ATTN: AEBA-GA-C-FS
APO New York 09742

Commander, Military Subcommunity
Bindlach/Bayreuth
ATTN: AETTB-ACS
APO New York 09411-0217

Commander, Military Subcommunity
Boeblingen-Sindelfingen
ATTN: ACS Center
APO New York 09406-0015

Commander, Military Subcommunity
Buedingen
ATTN: ACS Center
APO New York 09076-0015

Commander, Military Subcommunity
Butzbach
ATTN: ACS Center
APO New York 09077-0015

Commander, Military Subcommunity
Crailsheim
ATTN: ACS Center
APO New York 09751-0015

Commander
USMCA Darmstadt
ATTN: ACS Center
APO New York 09175-0015

Commander
USMCA Dexheim
ATTN: ACS Center
APO New York 09111-0015

Commander, Military Subcommunity
Erlangen
ATTN: ACS Center
APO New York 09066-0015

Commander, Military Community
Frankfurt
ATTN: ACS Center
APO New York 09710-0015

Commander, Military Subcommunity
Friedberg
ATTN: ACS Center
APO New York 09074-0015

Commander
USMCA Fulda
ATTN: ACS Center
APO New York 09146-0015

Commander, Military Community
Garmisch
ATTN: ACS Center
APO New York 09053-0015

Commander, Military Subcommunity
Gelnhausen
ATTN: ACS Center
APO New York 09091-0015

Commander, 85th USA FAD
Geilenkirchen
ATTN: ACS
APO New York 09104

Commander
Germersheim
ATTN: ACS Center
APO New York 09095-0015

Commander
USMCA Giessen
ATTN: ACS Center
APO New York 09169-0015

Commander, Military Community
Goeppingen
ATTN: ACS Center
APO New York 09454-0015

Commander
Grafenwoehr Subcommunity
ATTN: AETTIG-CFA-FSB-FSB/ACS
APO New York 09114-0015

Commander
USMCA Hanau
ATTN: ACS Center
APO New York 09165-0015

Commander, Military Community
Heidelberg
ATTN: AEUSG-PE-SA
APO New York 09102-0015

Commander
USMCA Heilbronn
ATTN: ACS Center
APO New York 09176-0015

Commander, Military Subcommunity
Herbornseelbach
ATTN: ACS Center
APO New York 09169-0015

Commander, Military Subcommunity
Herzogenaurach
ATTN: ACS Center
APO New York 09352-0015

Commander, Military Subcommunity
Hohenfels
ATTN: AETTH-AS-ACS
APO New York 09173-0015

Commander, Military Subcommunity
Illesheim
ATTN: ACS Center
APO New York 09140-0015

Commander
USMCA Kaiserslautern
ATTN: AERAS-CS-V
APO New York 09054-0015

Commander
USMCA Karlsruhe
ATTN: AERQ-AC
APO New York 09164-0015

Commander, Military Subcommunity
Kitzingen
ATTN: ACS Center
APO New York 09031-0015

Commander, LARMC
Landstuhl
ATTN: ACS Center, Box 51
APO New York 09180-0015

Commander, Military Subcommunity
Ludwigsburg-Kornwestheim
ATTN: ACS Center
APO New York 09107-0015

Commander
USMCA Mainz
ATTN: ACS Center
APO New York 09185-0015

Commander
USMCA Mannheim
ATTN: AERSH-AH
APO New York 09086-0015

Commander, Military Subcommunity
Miesau
ATTN: AERZM-ACS
APO New York 09059-0015

Commander, Military Subcommunity
Moehringen/Degerloch
ATTN: ACS Center
APO New York 09107-0015

Commander, Military Subcommunity
Moenchengladbach
ATTN: HHD-CEBN (ACS)
APO New York 09103

Commander, Military Subcommunity
Muenster
ATTN: ACS Center
APO New York 09078-0015

Commander, Military Community
Munich
ATTN: ACS Center
APO New York 09407-0015

Commander, Military Subcommunity
Nellingen/Esslingen
ATTN: ACS Center
APO New York 09061-0015

Commander
Neubruecke Subcommunity
ATTN: ACS Center
APO New York 09305-0015

Commander
USMCA Nuernberg
ATTN: ACS Center
APO New York 09696-0015

Commander
USMCA New Ulm
ATTN: ACS Center
APO New York 09035-0015

Commander, USA SPT GP
Norddeutschland (Bremerhaven)
ATTN: AERAN-D-B
APO New York 09069-0015

Commander
Osterholz-Scharmbach Subcommunity
ATTN: ACS Center
APO New York 09335-0015

Commander
USMCA Pirmasens
ATTN: AERP-PS
APO New York 09189-0015

Commander, Military Subcommunity
Regensburg
ATTN: ACS Center
APO New York 09173-0015

Commander
USMCA Rheinberg
ATTN: AERV-PG-F
APO New York 09712

Commander, Military Subcommunity
Schwabach
ATTN: ACS Center
APO New York 09142-0015

Commander, Military Subcommunity
Schwaebisch-Gmuend
ATTN: ACS Center
APO New York 09281-0015

Commander, Military Subcommunity
Schwaebisch Hall
ATTN: ACS Center
APO New York 09025-0015

Commander
USMCA Schweinfurt
ATTN: ACS Center
APO New York 09033-0015

Commander
Siegelbach Army Depot
ATTN: ACS Center
APO New York 09176

Commander
Soegel, 552d HHD
ATTN: ACS
APO New York 09069

Commander
Strassburg Subcommunity
ATTN: ACS Center
APO New York 09322-0015

Commander
Stuttgart DCC
GSMG
ATTN: Chief, FSD
APO New York 09154-0015

Commander, Military Subcommunity
Vaihingen
ATTN: ACS Center
APO New York 09131-0015

Commander
Vilseck Subcommunity
ATTN: AETTV-CFA-FS-ACS
APO New York 09122-0015
Commander
Weirhof Military Subcommunity
ATTN: ACS
APO New York 09058-0015

Commander, Military Subcommunity
Wertheim
ATTN: ACS Center
APO New York 09047-0015

Commander
USMCA Wiesbaden
ATTN: AETV-WSB-ACS
APO New York 09457-0015

Commander
USMCA Wildfrecken
ATTN: AETV-WFL-CS
APO New York 09026-0015

Commander
USMCA Worms
ATTN: AERWP-FA
APO New York 09058-0015

Commander
USMCA Wuerzb
ATTN: ACS
APO New York 09052-0015

Commander
Zweibruecken
ATTN: AERZP-DS
APO New York 09052-0015

Commander, Military Subcommunity
Zuffenhausen/Bad Cannstatt
ATTN: ACS Center
APO New York 09154-0015

Commander
HQ, 9th Infantry Division (Mech) & Fort Polk
ATTN: AFZX-PA-FSS
ACS Bldg. 420
Fort Polk, LA 71459

Director
Army Community Service
ATTN: AFZJ-PAP-A
National Training Center & Fort Irwin
Fort Irwin, CA 92310-5000

Director
Army Community Service
ATTN: AFZN-PA-CFF
Bldg. 37
Fort Riley, KS 66442-6421

Director
Army Community Service
ATTN: ATZT-PA-CFS-A
Bldg. 315
Fort Leonard Wood, MO 65473-5000

Director
Army Community Service
1169 Middleton Road
Fort Belvoir, VA 22060-5023

Director
Army Community Service
ATTN: STEYP-CA-AD
Bldg. 1000
Yuma Proving Ground
Yuma, AZ 85365-9102

Director
Army Community Service
ATTN: ATZN-DPF-FA
Bldg. 2203
Fort McClellan, AL 36205-5000

Box 175
US Army War College
Carlisle Barracks, PA 17013
29 December 1989

CONUS ACS Officer

Dear Sir or Madame:

A Military Studies Program (MSP) is part of the curriculum of the US Army War College, where I am currently a student. I am also an Individual Mobilization Augmentee assigned to the US Army Community and Family Support Center.

For my MSP, I am conducting research on programs and services geared toward civilian spouses of female soldiers. The overall scope of this study was approved by the Commander, CFSC, prior to my reporting to the War College. The questionnaire which you are being asked to complete was coordinated with LTC Paul Furukawa, Chief, Research Evaluation Branch, AV 221-4352, and LTC Eugene Vivalda, Chief, Army Community Services, AV 221-9390.

As part of my research, I am trying to determine whether male civilian spouses experience any differences in coping with their family member role than do spouses of male soldiers. Although the project is geared toward civilian spouses of female soldiers, for analysis purposes it is necessary for me to include questions on female civilian spouses also.

Because of time constraints for completing this project, I am limiting my investigation to employment issues. To form a baseline for my study, I am assuming that spouses at OCONUS locations may be more challenged in locating adequate employment because of Status of Forces Agreements (SOFA) and lack of the typical employment services which are located in most communities in the United States. For comparative purposes, in addition to ACS offices located in Germany, I am also surveying selected ACS Offices at CONUS locations. Be assured that in order to retain anonymity for the respondents, no specific location will be identified in my final report. Rather I will refer only to CONUS, OCONUS or European OCONUS locations.

My ultimate goal for this study is to attempt to determine whether the civilian male spouses of female soldiers exhibit more, less, or the same amount of dysfunctional behaviors (spouse/child/alcohol/drug abuse) than their female counterparts. If the incidences of aberrant behaviors for civilian male spouses are more frequent or severe than for female spouses, the study will address the requirement for special programs for this population.

In order that I can complete my research, I ask that you screen your records and provide me the information included on the enclosed questionnaire. I would greatly appreciate it if you would provide me the requested information by 30 January 1990 so that I can meet the academic deadline.

Appendix 3

Since I am in class during the day, I cannot be reached directly by telephone. However, should there be any questions regarding the survey, please call the War College at AV 242-4220 and leave a message and I will return your call.

Thank you for your assistance with this request.

Sincerely,

PEGGY MCGEE
COL, AG, USAR
USAWC CLASS 90

c/f CFSC

**SURVEY OF ARMY COMMUNITY SERVICE CENTERS
ON
EMPLOYMENT SERVICES PROVIDED TO NON-MILITARY SPOUSES OF SOLDIERS**

GENERAL QUESTIONS ABOUT YOUR COMMUNITY DURING FY 1989 (1 OCT 88-30 SEP 89)

1. What is the approximate size of the Army active duty community your ACS services?

2. Approximately how many non-military female and male spouses of active duty personnel are included in your community?

NON-MILITARY FEMALE SPOUSES _____

NON-MILITARY MALE SPOUSES _____

3. Please indicate the number of times you have provided the following services to non-military spouses between 1 Oct 88-30 Sep 89.

	FEMALE SPOUSES	MALE SPOUSES
Employment	_____	_____
Relocation	_____	_____
Outreach	_____	_____
Volunteer Information	_____	_____
Foster/Respite Care	_____	_____
Consumer Affairs/ Financial Assistance	_____	_____
Exceptional Family Member	_____	_____
Information & Referral	_____	_____
Family Advocacy	_____	_____

THE FOLLOWING QUESTIONS RELATE TO EMPLOYMENT ISSUES

IF ANY OF THE INFORMATION IN THIS SECTION IS NOT AVAILABLE, PLEASE INDICATE NA.

4. For the non-military spouses provided employment information, please indicate the number served by rank of the military sponsor.

	FEMALE SPOUSES	MALE SPOUSES		FEMALE SPOUSES	MALE SPOUSES
PV1 (E-1)	_____	_____	2LT (O-1)	_____	_____
PV2 (E-2)	_____	_____	1LT (O-2)	_____	_____
PFC (E-3)	_____	_____	CPT (O-3)	_____	_____
SPC/CPL (E-4)	_____	_____	MAJ (O-4)	_____	_____
SGT (E-5)	_____	_____	LTC (O-5)	_____	_____
SSG (E-6)	_____	_____	COL (O-6)	_____	_____
SFC (E-7)	_____	_____			
MSG (E-8)	_____	_____	WO1 (W-1)	_____	_____
SGM (E-9)	_____	_____	CW2 (W-2)	_____	_____
			CW3 (W-3)	_____	_____
			CW4 (W-4)	_____	_____

5. Using rank of active duty sponsor as basis, indicate how many of the NON-MILITARY SPOUSE clients are veterans.

	FEMALE SPOUSES	MALE SPOUSES		FEMALE SPOUSES	MALE SPOUSES
PV1 (E-1)	_____	_____	2LT (O-1)	_____	_____
PV2 (E-2)	_____	_____	1LT (O-2)	_____	_____
PFC (E-3)	_____	_____	CPT (O-3)	_____	_____
SPC/CPL (E-4)	_____	_____	MAJ (O-4)	_____	_____
SGT (E-5)	_____	_____	LTC (O-5)	_____	_____
SSG (E-6)	_____	_____	COL (O-6)	_____	_____
SFC (E-7)	_____	_____			
MSG (E-8)	_____	_____	WO1 (W-1)	_____	_____
SGM (E-9)	_____	_____	CW2 (W-2)	_____	_____
			CW3 (W-3)	_____	_____
			CW4 (W-4)	_____	_____

THE FOLLOWING QUESTIONS REQUIRE INPUT/COORDINATION BY FAMILY
ADVOCACY SPECIALIST

12. In the past year, how many female and male non-military spouses have displayed dysfunctional behaviors (i.e., physical or verbal/emotional abuse of children or of military spouses; alcohol or drug abuse)?

	FEMALE SPOUSES	MALE SPOUSES
Spouse Abuse (Physical)	_____	_____
Spouse Abuse (Verbal/Emotional)	_____	_____
Child Abuse (Physical)	_____	_____
Child Abuse (Verbal/Emotional)	_____	_____
Alcohol Abuse	_____	_____
Drug Abuse	_____	_____

13. In the past year, how many of the non-military spouse clients were VICTIMS of physical, verbal, and/or emotional abuse committed by the MILITARY member?

NON-MILITARY FEMALE SPOUSES _____

NON-MILITARY MALE SPOUSES _____

14. To what extent do you feel that most of the dysfunctional behavior is due to the non-military spouses' unemployment/underemployment/overemployment status?

A Great
extent

Some
extent

Little
extent

Not at
all

15. For clients unable to find suitable employment, how many were referred for personal counseling to help them cope with their unemployed status?

NON-MILITARY FEMALE SPOUSES

NON-MILITARY MALE SPOUSES

THE FOLLOWING QUESTIONS ARE BASED ON YOUR PERCEIVED NEED FOR PROGRAMS TO HELP EITHER THE SOLDIER OR NON-MILITARY SPOUSE OR BOTH ADJUST TO THE PAID EMPLOYMENT OF THE NON-MILITARY SPOUSE.

FOR EACH TOPIC LISTED IN QUESTIONS 16-18, INDICATE THE DEGREE OF NEED FOR BOTH THE SOLDIER AND NON-MILITARY SPOUSE.

16. A program which addresses the adjustment on the part of soldier and spouse to the non-military's spouses working for pay outside the home

	GREAT NEED	SOME NEED	LITTLE NEED	NO NEED
MALE SOLDIERS	_____	_____	_____	_____
NON-MILITARY FEMALE SPOUSES	_____	_____	_____	_____
FEMALE SOLDIERS	_____	_____	_____	_____
NON-MILITARY MALE SPOUSES	_____	_____	_____	_____

17. A program which considers role conflicts for non-military spouses as well as soldiers. This could include expectations for sharing housework, child-rearing, shopping responsibilities.

MALE SOLDIERS	_____	_____	_____	_____
NON-MILITARY FEMALE SPOUSES	_____	_____	_____	_____
FEMALE SOLDIERS	_____	_____	_____	_____
NON-MILITARY MALE SPOUSES	_____	_____	_____	_____

18. A program which addresses the transition from full time homemaker to employed person

	GREAT NEED	SOME NEED	LITTLE NEED	NO NEED
MALE SOLDIERS	_____	_____	_____	_____
NON-MILITARY FEMALE SPOUSES	_____	_____	_____	_____
FEMALE SOLDIERS	_____	_____	_____	_____
NON-MILITARY MALE SPOUSES	_____	_____	_____	_____

19. For any of the topics or topics similar to those listed in questions 16-18,

A. Does your location offer any programs?

Yes _____ No _____

B. If you answered yes, please indicate which programs are offered.

C. For any programs listed, please briefly describe them or send program descriptions with your reply to this survey.

20. In this time of dwindling resources, if you had to eliminate or scale down one aspect of the employment related services provided to non-military spouses, which would it be and why?

21. If you had unlimited resources at your disposal, indicate one employment related service you would add at your community.

THANK YOU FOR YOUR TIME IN ANSWERING THESE QUESTIONS.

MARITAL STATUS
COMPARISON BY RANK
ENLISTED WOMEN
1985

RANK	SINGLE	MARRIED	DIVORCED/ SEPARATED/ WIDOWED	UNKNOWN	TOTAL	% MARRIED
PV1	5058	686	131	30	5905	11.6
PV2	3863	893	136	3	4895	18.2
PFC	7991	2478	357	6	10832	22.9
CPL	11953	11438	1432	1	24824	46.0
SGT	4097	8494	1535	0	14126	60.1
SSG	1119	3514	1001	2	5636	62.3
SFC	394	860	303	2	1559	55.2
MSG	97	75	21	0	193	38.9
SGM	10	6	2	1	19	31.6
TOTAL	34582	28444	4918	45	67989	41.8

1986

PV1	4486	833	128	19	5466	15.2
PV2	3682	1007	156	6	4851	20.7
PFC	7715	2731	393	5	10844	25.2
CPL	11686	11627	1455	0	24768	46.9
SGT	4172	894	513	0	14769	60.8
SSG	1278	4102		0	6513	63.0
SFC	411	1036	31	1	1807	57.3
MSG	104	96	27	1	228	42.1
SGM	10	6	1	0	17	35.3
TOTAL	33544	30422	5265	32	69263	43.9

Appendix 4

RANK	SINGLE	MARRIED	DIVORCED/ SEPARATED/ WIDOWED	UNKNOWN	TOTAL	% MARRIED
1987						
PV1	3310	522	78	5	3915	13.3
PV2	5388	1500	202	12	7102	21.1
PFC	7702	3016	407	3	11128	27.1
CPL	11513	12029	1524	0	25066	48.0
SGT	3851	8958	1629	0	14438	62.0
SSG	1321	4486	1282	0	7089	63.3
SFC	433	1305	427	0	2165	60.0
MSG	109	116	31	0	256	45.3
SGM	16	9	3	0	28	32.1
TOTAL	33643	31941	5583	20	71187	44.9
1988						
PV1	3390	549	79	27	4045	13.6
PV2	4737	1169	160	13	6079	19.2
PFC	7123	2800	374	9	10306	27.1
CPL	12251	13179	1704	4	27138	48.6
SGT	3430	8928	1711	2	14071	63.4
SSG	1283	4640	1333	2	7258	63.9
SFC	436	1464	477	1	2378	61.6
MSG	104	127	46	0	277	45.8
SGM	18	15	3	0	36	41.7
TOTAL	32772	32871	5887	58	71588	45.9

RANK	SINGLE	MARRIED	DIVORCED/ SEPARATED/ WIDOWED	UNKNOWN	TOTAL	% MARRIED
1989						
PV1	4707	788	115	17	5627	14.0
PV2	5164	1313	141	20	6638	19.8
PFC	7346	2606	301	8	10261	25.4
CPL	11583	12965	1763	4	26315	49.2
SGT	3350	8806	1785	3	13944	63.1
SSG	1373	5161	1443	2	7979	64.7
SFC	452	1658	601	1	2712	61.1
MSG	106	161	55	1	323	49.9
SGM	24	21	6	0	51	41.2
TOTAL	34105	33479	6210	56	73850	45.3

MARITAL STATUS
COMPARISON BY RANK
FEMALE OFFICERS
1985

RANK	SINGLE	MARRIED	DIVORCED/ SEPARATED/ WIDOWED	UNKNOWN	TOTAL	% MARRIED
2LT	1119	455	67	587	2228	20.4
1LT	1043	817	113	22	1995	41.0
CPT	1607	2492	396	54	4549	54.8
MAJ	388	746	165	3	1302	57.3
LTC	169	161	39	0	369	43.6
COL	52	37	4	1	94	39.3
TOTAL	4378	4708	784	667	10537	44.7

1986

2LT	1508	507	70	86	2171	23.3
1LT	1246	995	139	5	2385	41.7
CPT	1534	2488	400	9	4431	56.1
MAJ	396	791	185	0	1372	57.6
LTC	169	251	62	0	482	52.0
COL	54	40	7	0	101	39.6
TOTAL	4907	5072	863	100	10942	46.3

RANK	SINGLE	MARRIED	DIVORCED/ SEPARATED/ WIDOWED	UNKNOWN	TOTAL	% MARRIED
------	--------	---------	------------------------------------	---------	-------	--------------

1987

2LT	1426	443	59	36	1966	22.5
1LT	1362	1059	134	3	2558	41.4
CPT	1592	2573	405	4	4574	56.3
MAJ	393	903	202	0	1498	60.3
LTC	163	271	75	0	509	53.2
COL	57	41	8	0	106	38.6
TOTAL	4993	5290	883	43	11211	47.2

1988

2LT	1332	461	58	32	1883	24.5
1LT	1352	1114	132	3	2601	42.8
CPT	1531	2664	409	3	4607	57.8
MAJ	406	1011	215	1	1633	61.9
LTC	155	284	81	0	525	54.1
COL	57	40	9	0	106	37.7
TOTAL	4833	5574	904	39	11355	49.0

RANK	SINGLE	MARRIED	DIVORCED/ SEPARATED/ WIDOWED	UNKNOWN	TOTAL	% MARRIED
			1989			
2LT	1403	534	66	61	2064	25.9
1LT	1182	1064	117	13	2376	44.9
CPT	1608	2772	415	30	4825	57.5
MAJ	409	1115	200	7	1731	64.4
LTC	183	348	98	0	629	55.3
COL	58	47	14	0	119	39.5
TOTAL	4843	5880	910	111	11744	50.1

MARITAL STATUS
COMPARISON BY RANK
FEMALE WARRANT OFFICERS
1985

RANK	SINGLE	MARRIED	DIVORCED/ SEPARATED/ WIDOWED	UNKNOWN	TOTAL	% MARRIED
WO1	25	35	14	14	88	39.8
CW2	38	98	34	4	174	56.3
CW3	9	6	10	0	25	24.0
CW4	0	1	0	0	1	100.0
TOTAL	72	140	58	0	288	48.6

1986

WO1	22	45	15	9	91	49.5
CW2	44	112	44	2	202	55.4
CW3	10	12	9	0	31	38.7
CW4	0	0	0	0	0	0.0
TOTAL	76	169	68	11	324	52.2

1987

WO1	17	44	19	1	81	54.3
CW2	45	116	54	0	215	54.0
CW3	16	26	10	0	52	50.0
CW4	1	0	0	0	1	0.0
TOTAL	79	186	83	1	349	53.3

RANK	SINGLE	MARRIED	DIVORCED/ SEPARATED/ WIDOWED	UNKNOWN	TOTAL	% MARRIED
------	--------	---------	------------------------------------	---------	-------	--------------

1988

WO1	25	57	22	0	104	54.8
CW2	42	112	59	0	213	52.6
CW3	14	31	11	0	56	55.3
CW4	1	0	0	0	1	0.0
TOTAL	82	200	92	0	374	53.5

1989

WO1	30	76	20	3	129	58.9
CW2	38	146	66	0	250	58.4
CW3	14	44	12	0	70	62.6
CW4	0	2	1	0	3	66.7
TOTAL	82	268	99	3	452	59.3

MARITAL STATUS
COMPARISON BY YEAR
ENLISTED WOMEN

NA=NOT AVAILABLE

PV1

STATUS	1985	1986	1987	1988	1989
SINGLE	5058	4486	3310	3390	4707
MARRIED TO MILITARY	NA	NA	NA	46	62
MARRIED TO NON-MILITARY	NA	NA	NA	503	726
TOTAL MARRIED	686	833	522	549	788
SEPARATED/ DIVORCED/ WIDOWED	131	128	78	79	115
UNKNOWN	30	19	5	27	17
TOTAL	5905	5466	3915	4045	5628

PV2

SINGLE	3863	3682	5388	4737	5164
MARRIED TO MILITARY	NA	NA	NA	190	234
MARRIED TO NON-MILITARY	NA	NA	NA	979	1079
TOTAL MARRIED	893	1007	1500	1169	1313
SEPARATED/ DIVORCED/ WIDOWED	136	156	202	160	141
UNKNOWN	3	6	12	13	20
TOTAL	4895	4851	7102	6079	6638

PFC

STATUS	1985	1986	1987	1988	1989
SINGLE	7991	7715	7702	7123	7346
MARRIED TO MILITARY	NA	NA	NA	719	717
MARRIED TO NON-MILITARY	NA	NA	NA	2081	1889
TOTAL MARRIED	2478	2731	3016	2800	2606
SEPARATED/ DIVORCED/ WIDOWED	357	393	407	374	301
UNKNOWN	6	5	3	9	8
TOTAL	10832	10844	11128	10306	10261

CORPORAL/SPECIALIST FOUR

SINGLE	11953	11686	11513	12251	11583
MARRIED TO MILITARY	NA	NA	NA	5735	5790
MARRIED TO NON-MILITARY	NA	NA	NA	7444	7175
TOTAL MARRIED	11438	11627	12029	13179	12965
SEPARATED/ DIVORCED/ WIDOWED	1432	1455	1524	1704	1763
UNKNOWN	1	0	0	4	4
TOTAL	24824	24768	25066	27138	26315

SERGEANT

STATUS	1985	1986	1987	1988	1989
SINGLE	4097	4172	3851	3430	3350
MARRIED TO MILITARY	NA	NA	NA	4472	4403
MARRIED TO NON-MILITARY	NA	NA	NA	4456	4403
TOTAL MARRIED	8494	8984	8958	8928	8806
SEPARATED/ DIVORCED/ WIDOWED	1535	1613	1629	1711	1785
UNKNOWN	0	0	0	2	3
TOTAL	14126	14769	14438	14071	13944

STAFF SERGEANT

SINGLE	1119	1278	1321	1283	1373
MARRIED TO MILITARY	NA	NA	NA	2481	2712
MARRIED TO NON-MILITARY	NA	NA	NA	2159	2449
TOTAL MARRIED	3514	4102	4486	4640	5161
SEPARATED/ DIVORCED/ WIDOWED	1001	1133	1282	1333	1443
UNKNOWN	2	0	0	2	2
TOTAL	5636	6513	7089	7258	7979

SERGEANT FIRST CLASS

STATUS	1985	1986	1987	1988	1989
SINGLE	394	411	443	436	452
MARRIED TO MILITARY	NA	NA	NA	763	818
MARRIED TO NON-MILITARY	NA	NA	NA	701	840
TOTAL MARRIED	860	1036	1305	1464	1658
SEPARATED/ DIVORCED/ WIDOWED	303	359	427	477	602
UNKNOWN	2	1	0	1	1
TOTAL	1559	1807	2175	2378	2715

MASTER SERGEANT

SINGLE	97	104	109	104	106
MARRIED TO MILITARY	NA	NA	NA	40	55
MARRIED TO NON-MILITARY	NA	NA	NA	87	106
TOTAL MARRIED	75	96	116	127	161
SEPARATED/ DIVORCED/ WIDOWED	21	27	31	46	55
UNKNOWN	0	1	0	0	1
TOTAL	193	228	256	277	323

STATUS	SERGEANT MAJOR				
	1985	1986	1987	1988	1989
SINGLE	10	10	16	18	24
MARRIED TO MILITARY	NA	NA	NA	8	7
MARRIED TO NON-MILITARY	NA	NA	NA	7	14
TOTAL MARRIED	6	6	9	15	21
SEPARATED/ DIVORCED/ WIDOWED	2	1	3	3	6
UNKNOWN	1	0	0	0	0
TOTAL	19	17	28	36	51

MARITAL STATUS
COMPARISON BY YEAR
FEMALE OFFICERS

NA==NOT AVAILABLE

2LT

STATUS	1985	1986	1987	1988	1989
SINGLE	1119	1508	1426	1332	1403
MARRIED TO MILITARY	NA	NA	NA	117	147
MARRIED TO NON-MILITARY	NA	NA	NA	344	387
TOTAL MARRIED	455	507	443	461	534
SEPARATED/ DIVORCED/ WIDOWED	67	70	59	58	66
UNKNOWN	587	86	36	32	61
TOTAL	2228	2171	1966	1883	2064

1LT

SINGLE	1043	1246	1362	1352	1182
MARRIED TO MILITARY	NA	NA	NA	493	480
MARRIED TO NON-MILITARY	NA	NA	NA	621	584
TOTAL MARRIED	817	995	1059	1114	1064
SEPARATED/ DIVORCED/ WIDOWED	113	139	134	132	117
UNKNOWN	22	5	3	3	13
TOTAL	1995	2385	2558	2601	2370

CPT

STATUS	1985	1986	1987	1988	1989
SINGLE	1607	1534	1592	1531	1608
MARRIED TO MILITARY	NA	NA	NA	1429	1455
MARRIED TO NON-MILITARY	NA	NA	NA	1235	1317
TOTAL MARRIED	2492	2488	2573	2664	2772
SEPARATED/ DIVORCED/ WIDOWED	396	400	405	409	415
UNKNOWN	54	9	4	3	30
TOTAL	4549	4431	4574	4607	4825

MAJ

SINGLE	388	396	393	406	409
MARRIED TO MILITARY	NA	NA	NA	506	571
MARRIED TO NON-MILITARY	NA	NA	NA	505	544
TOTAL MARRIED	746	791	903	1011	1115
SEPARATED/ DIVORCED/ WIDOWED	165	185	202	215	200
UNKNOWN	3	0	0	1	7
TOTAL	1302	1372	1498	1633	1731

LTC

STATUS	1985	1986	1987	1988	1989
SINGLE	169	169	163	155	183
MARRIED TO MILITARY	NA	NA	NA	116	144
MARRIED TO NON-MILITARY	NA	NA	NA	168	204
TOTAL MARRIED	161	251	271	284	348
SEPARATED/ DIVORCED/ WIDOWED	39	62	75	81	98
UNKNOWN	0	0	0	0	0
TOTAL	369	482	509	525	629

COL

SINGLE	52	54	57	57	58
MARRIED TO MILITARY	NA	NA	NA	10	12
MARRIED TO NON-MILITARY	NA	NA	NA	30	35
TOTAL MARRIED	37	40	41	40	47
SEPARATED/ DIVORCED/ WIDOWED	4	7	8	9	14
UNKNOWN	1	0	0	0	0
TOTAL	94	101	106	106	119

MARITAL STATUS
COMPARISON BY YEAR
FEMALE WARRANT OFFICERS

NA=NOT AVAILABLE

	WO1				
STATUS	1985	1986	1987	1988	1989
SINGLE	25	22	17	25	30
MARRIED TO MILITARY	NA	NA	NA	27	34
MARRIED TO NON-MILITARY	NA	NA	NA	30	42
TOTAL MARRIED	35	45	44	57	76
SEPARATED/ DIVORCED/ WIDOWED	14	15	19	22	20
UNKNOWN	14	9	1	0	3
TOTAL	88	91	81	104	129

	CW2				
SINGLE	38	44	45	42	38
MARRIED TO MILITARY	NA	NA	NA	60	73
MARRIED TO NON-MILITARY	NA	NA	NA	62	73
TOTAL MARRIED	98	112	116	112	146
SEPARATED/ DIVORCED/ WIDOWED	34	44	54	59	66
UNKNOWN	4	2	0	0	0
TOTAL	174	202	215	223	250

CW3

STATUS	1985	1986	1987	1988	1989
SINGLE	9	10	16	14	14
MARRIED TO MILITARY	NA	NA	NA	17	26
MARRIED TO NON-MILITARY	NA	NA	NA	14	18
TOTAL MARRIED	6	12	26	31	44
SEPARATED/ DIVORCED/ WIDOWED	10	9	10	11	12
UNKNOWN	0	0	0	0	0
TOTAL	25	31	52	56	70

CW4

SINGLE	0	0	1	1	0
MARRIED TO MILITARY	NA	NA	NA	0	0
MARRIED TO NON-MILITARY	NA	NA	NA	0	2
TOTAL MARRIED	1	0	0	0	2
SEPARATED/ DIVORCED/ WIDOWED	0	0	0	0	1
UNKNOWN	0	0	0	0	0
TOTAL	1	0	1	1	3

COMPARISON OF MARITAL STATUS
OF ENLISTED WOMEN

RANK	MARRIED TO MILITARY	% OF MARRIED	MARRIED TO NON-MILITARY	% OF MARRIED	TOTAL MARRIED
1988					
PV1	46	8.4	503	91.6	549
PV2	190	16.3	979	83.7	1169
PFC	719	25.7	2081	74.3	2800
CPL	5735	43.5	7444	56.5	13179
SGT	4472	50.1	4456	49.9	8928
SSG	2481	53.5	2159	46.5	4640
SFC	763	52.1	701	47.9	1464
MSG	40	31.5	87	68.5	127
SGM	8	53.3	7	46.7	15
TOTAL	14454	44.0	18417	56.0	32871
1989					
PV1	62	7.9	726	92.1	788
PV2	234	17.8	1079	82.2	1313
PFC	717	27.5	1889	72.5	2606
CPL	5790	44.7	7175	55.3	12965
SGT	4403	50.0	4403	50.0	8806
SSG	2712	52.6	2449	47.4	5161
SFC	818	49.3	840	50.7	1658
MSG	55	34.2	106	65.8	161
SGM	7	33.3	14	66.7	21
TOTAL	14798	44.2	18681	55.8	33479

Appendix 6

COMPARISON OF MARITAL STATUS
OF FEMALE OFFICERS

RANK	MARRIED TO MILITARY	% OF MARRIED	MARRIED TO NON-MILITARY	% OF MARRIED	TOTAL MARRIED
1988					
2LT	117	25.4	344	74.6	461
1LT	493	44.3	621	55.7	1114
CPT	1429	53.6	1235	46.3	2664
MAJ	506	50.0	505	50.0	1011
LTC	116	40.9	168	59.1	284
COL	10	25.0	30	75.0	70
TOTAL	2671	47.9	2903	52.1	5574
1989					
2LT	147	27.5	387	72.5	534
1LT	480	45.1	584	54.9	1064
CPT	1455	52.5	1317	47.5	2772
MAJ	571	51.2	544	48.8	1115
LTC	144	41.4	204	58.6	348
COL	12	25.5	35	74.5	47
TOTAL	2809	47.8	3072	52.2	5881

COMPARISON OF MARITAL STATUS
OF FEMALE WARRANT OFFICERS

RANK	MARRIED TO MILITARY	% OF MARRIED	MARRIED TO NON-MILITARY	% OF MARRIED	TOTAL MARRIED
1988					
WO1	27	47.4	30	52.6	57
CW2	60	53.6	62	55.4	112
CW3	17	54.8	14	45.2	31
CW4	0	0.0	0	0.0	0
TOTAL	104	49.5	106	50.5	210
1989					
WO1	34	44.7	42	55.2	76
CW2	73	50.0	73	50.0	146
CW3	26	59.1	18	40.9	44
CW4	0	0.0	2	100.0	2
TOTAL	133	49.6	135	50.4	268

DEMOGRAPHIC DATA
MARRIED ENLISTED MEN

RANK	MARRIED TO MILITARY	% OF MARRIED	MARRIED TO NON-MILITARY	% OF MARRIED	TOTAL MARRIED
1988					
PV1	31	0.8	3676	99.2	3707
PV2	103	1.3	7621	98.7	7724
PFC	439	2.4	18038	97.6	18477
CPL	3995	5.2	73024	94.8	77019
SGT	4885	6.2	73897	93.8	78782
SSG	3785	5.4	66486	94.6	70271
SFC	1627	3.7	42262	96.3	43889
MSG	357	2.8	12296	97.2	12653
SGM	89	2.3	3863	97.7	3952
TOTAL	15311	4.8	301163	95.2	316474

1989					
PV1	65	1.2	5370	98.8	5435
PV2	123	1.4	8387	98.6	8510
PFC	449	2.5	17178	97.5	17627
CPL	3853	5.3	69299	94.7	73152
SGT	4904	6.1	75234	93.9	80138
SSG	4082	5.7	67891	94.3	71973
SFC	1706	3.9	42095	96.1	43801
MSG	419	3.2	12743	96.8	13162
SGM	102	2.6	3809	97.4	3911
TOTAL	15703	4.9	302006	95.1	317709

Appendix 7

RANK	MARRIED TO MILITARY	DEMOGRAPHIC DATA MARRIED MALE OFFICERS			
		% OF MARRIED	MARRIED TO NON-MILITARY	% OF MARRIED	TOTAL MARRIED
1988					
2LT	84	3.3	2466	96.7	2550
1LT	383	5.5	6619	94.5	7002
CPT	1347	5.7	22191	94.3	23538
MAJ	548	4.0	13292	96.0	13840
LTC	218	2.2	9560	97.8	9778
COL	48	1.2	4065	98.8	4113
TOTAL	2628	4.3	58193	95.7	60821
1989					
2LT	99	3.3	2871	96.7	2970
1LT	354	5.5	6042	94.5	6396
CPT	1382	6.0	21640	94.0	23022
MAJ	612	4.4	13351	95.6	13963
LTC	248	2.6	9194	97.4	9442
COL	55	1.4	3884	98.6	3939
TOTAL	2750	4.6	56982	95.4	59732

DEMOGRAPHIC DATA
MARRIED MALE WARRANT OFFICERS

RANK	MARRIED TO MILITARY	% OF MARRIED	MARRIED TO NON-MILITARY	% OF MARRIED	TOTAL MARRIED
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1988

WO1	66	3.8	1691	96.2	1757
CW2	209	3.5	5705	96.5	5914
CW3	92	2.7	3372	97.3	3464
CW4	38	1.9	1933	98.1	1971
TOTAL	405	3.1	12701	96.9	13106

1989

WO1	94	4.6	1951	95.4	2045
CW2	207	3.8	5181	96.2	5388
CW3	112	3.1	3453	96.9	3565
CW4	38	1.9	1941	98.1	1979
TOTAL	451	3.5	12526	96.5	12977

FEMALE/MALE COMPARISON
MARRIED ENLISTED WOMEN

RANK	MARRIED TO MILITARY	% OF MARRIED	MARRIED TO NON-MILITARY	% OF MARRIED	TOTAL MARRIED
			1988		
PV1	46	8.4	503	91.6	549
PV2	190	16.3	979	83.7	1169
PFC	719	25.7	2081	74.3	2800
CPL	5735	43.5	7444	56.5	13179
SGT	4472	50.1	4456	49.9	8928
SSG	2481	53.5	2159	46.5	4640
SFC	763	52.1	701	47.9	1464
MSG	40	31.5	87	68.5	127
SGM	8	53.3	7	46.7	15
TOTAL	14454	44.0	18417	56.0	32871

MARRIED ENLISTED MEN

			1988		
PV1	31		3676	99.2	3707
PV2	103	1.5	7621	98.7	7724
PFC	439	2.4	18038	97.6	18477
CPL	3995	5.2	73024	94.8	77019
SGT	4885	6.2	73897	93.8	78782
SSG	3785	5.4	66486	94.6	70271
SFC	1627	3.7	42262	96.3	43889
MSG	357	2.8	12296	97.2	12653
SGM	89	2.3	3863	97.7	3952
TOTAL	15311	4.8	301163	95.2	316474

MARRIED ENLISTED WOMEN

RANK	MARRIED TO MILITARY	% OF MARRIED	MARRIED TO NON-MILITARY	% OF MARRIED	TOTAL MARRIED
1989					
PV1	62	7.9	726	92.1	788
PV2	234	17.8	1079	82.2	1313
PFC	717	27.5	1889	72.5	2606
CPL	5790	44.7	7175	55.3	12965
SGT	4403	50.0	4403	50.0	8806
SSG	2712	52.6	2449	47.4	5161
SFC	818	49.3	840	50.7	1658
MSG	55	34.2	106	65.8	161
SGM	7	33.3	14	66.7	21
TOTAL	14798	44.2	18681	55.8	33479

MARRIED ENLISTED MEN 1989

PV1	65	1.2	5370	98.8	5435
PV2	123	1.4	8387	98.6	8510
PFC	449	2.5	17178	97.5	17627
CPL	3853	5.3	69299	94.7	73152
SGT	4904	6.1	75234	93.9	80138
SSG	4082	5.7	67891	94.3	71973
SFC	1706	3.9	42095	96.1	43801
MSG	419	3.2	12743	96.8	13162
SGM	102	2.6	3809	97.4	3911
TOTAL	15703	4.9	302006	95.1	317709

FEMALE/MALE COMPARISON
MARRIED FEMALE OFFICERS

RANK	MARRIED TO MILITARY	% OF MARRIED	MARRIED TO NON-MILITARY	% OF MARRIED	TOTAL MARRIED
1988					
2LT	117	25.4	344	74.6	461
1LT	493	44.3	621	55.7	1114
CPT	1429	53.6	1235	46.3	2664
MAJ	506	50.0	505	50.0	1011
LTC	116	40.9	168	59.1	284
COL	10	25.0	30	75.0	70
TOTAL	2671	47.9	2903	52.1	5574

MARRIED MALE OFFICERS

1988					
2LT	84	3.3	2466	96.7	2550
1LT	383	5.5	6619	94.5	7002
CPT	1347	5.7	22191	94.3	23538
MAJ	548	4.0	13292	96.0	13840
LTC	218	2.2	9560	97.8	9778
COL	48	1.2	4065	98.8	4113
TOTAL	2628	4.3	58193	95.7	60821

MARRIED FEMALE OFFICERS

RANK	MARRIED TO MILITARY	% OF MARRIED	MARRIED TO NON-MILITARY	% OF MARRIED	TOTAL MARRIED
			1989		
2LT	147	27.5	387	72.5	534
1LT	480	45.1	584	54.9	1064
CPT	1455	52.5	1317	47.5	2772
MAJ	571	51.2	544	48.8	1115
LTC	144	41.4	204	58.6	348
COL	12	25.5	35	74.5	47
TOTAL	2809	47.8	3072	52.2	5881

MARRIED MALE OFFICERS

1989

2LT	99	3.3	2871	96.7	2970
1LT	354	5.5	6042	94.5	6396
CPT	1382	6.0	21640	94.0	23022
MAJ	612	4.4	13351	95.6	13963
LTC	248	2.6	9194	97.4	9442
COL	55	1.4	3884	98.6	3939
TOTAL	2750	4.6	56982	95.4	59732

FEMALE/MALE COMPARISON
MARRIED FEMALE WARRANT OFFICERS

RANK	MARRIED TO MILITARY	% OF MARRIED	MARRIED TO NON-MILITARY	% OF MARRIED	TOTAL MARRIED
1988					
WO1	27	47.4	30	52.6	57
CW2	60	53.6	62	55.4	112
CW3	17	54.8	14	45.2	31
CW4	0	0.0	0	0.0	0
TOTAL	104	49.5	106	50.5	210

MARRIED MALE WARRANT OFFICERS

1988					
WO1	66	3.8	1691	96.2	1757
CW2	209	3.5	5705	96.5	5914
CW3	92	2.7	3372	97.3	3464
CW4	38	1.9	1933	98.1	1971
TOTAL	405	3.1	12701	96.9	13106

MARRIED FEMALE WARRANT OFFICERS

RANK	MARRIED TO MILITARY	% OF MARRIED	MARRIED TO NON-MILITARY	% OF MARRIED	TOTAL MARRIED
1989					
WO1	34	44.7	42	55.2	76
CW2	73	50.0	73	50.0	146
CW3	26	59.1	18	40.9	44
CW4	0	0.0	2	100.0	2
TOTAL	133	49.6	135	50.4	268

MARRIED MALE WARRANT OFFICERS

1989					
WO1	94	4.6	1951	95.4	2045
CW2	207	3.8	5181	96.2	5388
CW3	112	3.1	3453	96.9	3565
CW4	38	1.9	1941	98.1	1979
TOTAL	451	3.5	12526	96.5	12977

COMPARISON OF POPULATIONS

1988

ENLISTED FEMALES STATUS

SINGLE	MARRIED	MARRIED TO CIVILIANS	TOTAL	% OF POPULATION IN TOTAL ARMY
40371 (56.4%)	32871	18417 (56%)	71588	9.3

FEMALE OFFICERS

5776 (50.1%)	5574	2903 (52.1%)	11350	1.5
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FEMALE WARRANT OFFICERS

174 (45.3%)	210	106 (50.5%)	384	0.05
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ENLISTED MALES

271533 (46.1%)	17174	301863 (95.2%)	588707	76.7
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MALE OFFICERS

19590 (24.2%)	61213	58583 (95.7%)	80803	10.5
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MALE WARRANT OFFICERS

1683 (11.5%)	13009	12604 (96.9%)	14692	1.9
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Appendix 9

1989

ENLISTED FEMALES

SINGLE	MARRIED	MARRIED TO CIVILIANS	TOTAL	% OF POPULATION IN TOTAL ARMY
40371 (54.7)	33479	18681 (55.8%)	73850	9.7

FEMALE OFFICERS

5864 (50.0%)	5880	3072 (52.2%)	11744	1.5
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FEMALE WARRANT OFFICERS

184 (40.7%)	268	135 (50.4%)	452	0.06
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ENLISTED MALES

267281 (45.7%)	317058	301356 (95.0%)	584339	76.4
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MALE OFFICERS

20013 (25.0%)	60124	57371 (95.4%)	80137	10.5
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MALE WARRANT OFFICERS

1848 (12.5%)	12977	12526 (96.5%)	14825	1.9
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NOTES:

1. Percentage indicated after number of single soliders is percentage of total number in category, i.e., enlisted, officer.
2. Percentage indicated after number of military married to civilians is the percentage of total married.
3. Divorced, separated, widowed personnel are included in Single category
4. Due to rounding percent totals will not add to 100.

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